(CONT.)

2223 THE PRESENT STUDY INVESTIGATED THE RELATIONSHIPS BETWEEN JOB HISTORY VARIABLES AND SEVERAL CAREER SUCCESS CRITERIA. JOB HISTORY IS DEFINED AS THE SERIES OF JOB EXPERIENCES OVER THE SPAN OF THE PERSONS WORK LIFE AND IS OPERATIONALIZED IN TERMS OF THE INDIVIDUAL FACTORS OBTAINED IN THE HAY SYSTEM OF JOB EVALUATION. THE RESEARCH DESIGN IS A LONGITUDINAL ARCHIVAL STUDY WHICH RELIES UPON THE PERSONNEL RECORD SYSTEM AT SEARS, ROEBUCK AND CO. TWO HUNDRED AND TWENTY-FOUR STORE MANAGERS ARE THE FOCUS OF THE RESEARCH. IN GENERAL, THE RESULTS INDICATE THAT THE SERIES OF JOBS THROUGHOUT A MANAGERS CAREER IS RELATED TO THE OVERALL LEVEL OF SUCCESS. SUCCESSFUL MANAGERS HAVE A HISTORY OF JOBS WHICH ARE MORE DEMANDING THAN LESS SUCCESSFUL MANAGERS. ABILITY AND JOB HISTORY WORK IN AN ADDITIVE WAY TO PREDICT CAREER SUCCESS. THE RESULTS SUGGEST THAT JOB HISTORY IS A MORE IMPORTANT DETERMINANT OF SUCCESS THAN ABILITY. THESE RESULTS ARE DISCUSSED IN TERMS OF THEIR IMPLICATIONS FOR BOTH RESEARCHERS AND PRACTITIONERS.
NTIS: PB-273 916/7ST NTIS PRICES PC A08/MF A01

2224 THE IMPACT OF JOB LEVEL AND SEX DIFFERENCES ON THE RELATIONSHIP BETWEEN LIFE AND JOB SATISFACTION 1977
KAVANAGH, M.J.: HALPREN, M.
ACADEMY OF MANAGEMENT JOURNAL, VOL.20, NO.1, MARCH 1977, P. 66-73. BIBLIOG. 20
HUMAN RESOURCE DEVELOPMENT, JOB SATISFACTION, WOMEN IN BUSINESS
RESULTS OF A SURVEY OF UNIVERSITY EMPLOYEES IN THREE JOB LEVELS TO TEST HYPOTHESIS CONCERNING THE RELATIVE DIFFERENCES IN THE RELATIONSHIP BETWEEN JOB AND LIFE SATISFACTION FOR MEN AND WOMEN.
MGMT: AMJ77C0066

2225 THE IMPACT OF LABOR MARKET CONDITIONS ON MDTA COMPLETION STATUS 19 JAN 73
HOROWITZ, STANLEY A.:BROWN, GEORGE F. JR
CENTER FOR NAVAL ANALYSES, ARLINGTON, VA. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. L-72-86
NOTES: FINAL REPT. JUN 72-MAY 75 15P
UNSKILLED WORKERS, SPECIALIZED TRAINING, ECONOMIC SURVEYS, MANPOWER DEVELOPMENT AND TRAINING ACT, DROPOUTS, TRAINEES, COURSE COMPLETION RATES, LABOR MARKET, NTISLABASP
THE MODEL UNDERLYING THE EMPIRICAL WORK UNDERTAKEN IN THIS STUDY SEEKS TO EXPLAIN THE FRACTION OF THE TERMINEES OF MANPOWER DEVELOPMENT TRAINING ACT (MDTA) INSTITUTIONAL TRAINING IN A STATE WHO END UP IN EACH OF FOUR GROUPS (FULL-TIME COMPLETERS, EARLY COMPLETERS, THOSE WHO LEAVE FOR JOBS, AND DROPOUTS) AS A FUNCTION OF THE VALUE OF THE ENROLLEES CHARACTERISTICS IN THE LABOR MARKET AND THE NATURE OF LABOR MARKET OPPORTUNITIES AVAILABLE TO THEM. VARIABLES OF COMPLETION STATUS, ENROLLEE CHARACTERISTICS, LABOR MARKET CONDITIONS, AND PROGRAM FACTORS ARE INCORPORATED IN MULTIPLE REGRESSION ANALYSIS. IT IS CONCLUDED THAT THE MDTA-INSTITUTIONAL TRAINING PROGRAM IS VIEWED BY ENROLLEES AS AN ALTERNATIVE LABOR MARKET OPPORTUNITY AND THAT LABOR MARKET CONDITIONS HAVE A STRONG IMPACT ON ENROLLMENT AND COMPLETION RATES.
NTIS: PB-253 137/9ST NTIS PRICES PC$3.50/MF$2.25

2226 THE IMPACT OF LEGAL AND ADMINISTRATIVE REMEDIES TO OVERCOME DISCRIMINATION IN EMPLOYMENT. FINAL REPORT. DEC 76
MARSHALL, RAY:AND OTHERS
TEXAS UNIV., AUSTIN. CENTER FOR THE STUDY OF HUMAN RESOURCES. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. DLMA-21-48-74-01
NOTES: 226P.: SOME TABLES MAY BE MARGINALLY LEGIBLE DUE TO SIZE OF PRINT
BLACKS, BUILDING TRADES, CIVIL RIGHTS LEGISLATION, CONSTRUCTION INDUSTRY, COURT LITIGATION, DISCRIMINATORY ATTITUDES (SOCIAL), EMPLOYMENT PRACTICES, EQUAL OPPORTUNITIES (JOBS), FEMALES, LABOR FORCE, LABOR UNIONS, MALES, MINORITY GROUPS, MODELS, OCCUPATIONAL MOBILITY, PERSONNEL POLICY, SOCIAL CHANGE, SOCIAL FACTORS, SOCIOECONOMIC INFLUENCES, SHIPBUILDING INDUSTRY
THIS STUDY EXAMINES THE EFFECTIVENESS OF SPECIFIC ATTEMPTS TO REMEDY EMPLOYMENT DISCRIMINATION AGAINST MINORITIES THROUGH LITIGATION AND CONTRACT COMPLIANCE EFFORTS. FURTHER, ITS OBJECTIVE IS TO IDENTIFY FACTORS UNDERLYING THE EFFECTIVENESS OR LACK OF EFFECTIVENESS OF COURT DECISIONS AND OUT-OF-COURT SETTLEMENTS IN PRODUCING CHANGES IN MINORITY EMPLOYMENT PATTERNS. SPECIAL ATTENTION IS GIVEN TO THE CONSTRUCTION AND SHIPBUILDING INDUSTRIES AND TO THE ISSUES OF HIRING, UNION ENTRY, UPGRADING, AND SENIORITY SYSTEMS. TO ADVANCE AN UNDERSTANDING OF THE DYNAMICS OF COMBATTING EMPLOYMENT DISCRIMINATION, THE AUTHORS PRESENT A NEW CONCEPTUAL FRAMEWORK FOR INTERPRETING ACTIVITY IN THIS FIELD. THE AUTHORS SUGGEST THAT CONCLUSIONS AND RECOMMENDATIONS DRAWN COULD BE OF INTEREST TO ATTORNEYS, JUDGES, MINORITY ORGANIZATIONS, AND GOVERNMENT AGENCIES ATTEMPTING TO REMEDY EMPLOYMENT DISCRIMINATION. (AUTHOR)
ERIC: ED139919

2227 THE IMPACT OF MANDATORY LISTING ON THE LABOR MARKET ROLE OF THE PUBLIC EMPLOYMENT SERVICE SEP 76
BAUM, JOHN F.:ULLMAN, JOSEPH C.
PURDUE UNIV., LAFAYETTE, IND. SCHOOL OF INDUSTRIAL ENGINEERING. EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-92-18-72-08
NOTES: FINAL REPT. 179P
PERSONNEL SELECTION, PUBLIC EMPLOYMENT SERVICE, NTISLABPEU, NTISLABETA
THE BASIC PURPOSE OF THIS RESEARCH WAS TO ASSESS THE IMPACT OF REQUIRING FEDERAL

(CONT.)

2227 CONTRACTORS TO LIST MOST JOB OPENINGS WITH THE PUBLIC EMPLOYMENT SERVICE. EXTENSIVE DATA WERE COLLECTED OVER A FOUR YEAR PERIOD FROM CLOSED ORDER STUDIES, EMPLOYER INTERVIEWS AND INTERVIEWS WITH NATIONAL, STATE AND LOCAL EMPLOYMENT SERVICE PERSONNEL IN 9 CITIES. CHAPTER 1 SETS FORTH THE HISTORY, ORIGIN AND OBJECTIVES OF THE MANDATORY LISTING PROGRAM, AND LISTS THE OBJECTIVES OF THE RESEARCH. CHAPTER 2 OUTLINES THE DATA SOURCES AND METHODOLOGY USED IN THE RESEARCH. THE FINDINGS OF THE STUDY ARE PRESENTED IN CHAPTER 3. CHAPTER 4 CONTAINS THE CONCLUSIONS AND RECOMMENDATIONS.
NTIS: PB-259 558/5ST NTIS PRICES PC A09/MF A01

2228 IMPACT OF NATIONAL ECONOMIC CONDITIONS ON HEALTH CARE OF THE POOR (UTILIZATION): EFFECTS OF UNEMPLOYMENT AND INFLATION ON HOSPITAL-BASED AMBULATORY CARE JUN 77
GINSBERG, ALLEN S.;COHEN, SUSAN B.;VLADECK, BRUCE C.
COLUMBIA UNIV., NEW YORK. LOWELL MEMORIAL LIBRARY.*NATIONAL CENTER FOR HEALTH SERVICES RESEARCH, HYATTSVILLE, MD.
CONTRACT NO. PHS-HRA-230-75-0124
NOTES: FINAL REPT. 30 JUN 75-30 JUN 77 238P*
ECONOMIC FACTORS, HEALTH ECONOMICS, HEALTH CARE UTILIZATION, UNEMPLOYMENT, INFLATION, RECESSIONS, ECONOMIC IMPACT, APPENDICES, NTISHRAHSR
THE PROJECT, ONE OF SEVERAL CONCERNED WITH IMPACT OF THE 1974-75 RECESSION ON HEALTH CARE, WAS A NATIONWIDE STUDY OF THE IMPACT OF INCREASED RATES OF UNEMPLOYMENT AND INFLATION ON USE OF HOSPITAL-BASED AMBULATORY CARE DESIGNED TO EXPLORE EFFECTS OF SUDDEN ECONOMIC DOWNTURNS ON HEALTH CARE OF DISADVANTAGED POPULATIONS, AND TO HELP FORMULATE PUBLIC POLICY FOR DELIVERY AND FINANCING OF AMBULATORY CARE. THESE HYPOTHESES WERE TESTED IN A TWO-PHASE STUDY DESIGN (1) COLLATION AND ANALYSES OF EXISTING DATA ON HOSPITAL AMBULATORY CARE UTILIZATION, UNEMPLOYMENT, MEDICAL MANPOWER, AND POPULATION CHARACTERISTICS IN THE 147 MAJOR LABOR AREAS OF THE UNITED STATES; AND (2) A SERIES OF SITE VISITS TO 19 HOSPITALS LOCATED IN LABOR AREAS WITH SELECTED AMBULATORY VISIT AND UNEMPLOYMENT CHARACTERISTICS. FINDINGS DO NOT SUPPORT THE ORIGINAL HYPOTHESES THAT INCREASES IN UNEMPLOYMENT CAUSE INCREASES IN VOLUME AND/OR CHANGES IN CHARACTERISTICS OF HOSPITAL-BASED AMBULATORY CARE UTILIZATION. IN FACT, THE NATIONWIDE OVERALL RATE OF INCREASE IN VISITS SLOWED DOWN DURING THE 1974 TO 1975 PERIOD. (PORTIONS OF THIS DOCUMENT ARE NOT FULLY LEGIBLE)
NTIS: PB-271 960/7ST NTIS PRICES PC A11/MF A01

2229 THE IMPACT OF PUBLIC EMPLOYEE UNIONS ON CITY BUDGETING AND EMPLOYEE REMUNERATION - A CASE STUDY OF SAN FRANCISCO 1977
KATZ, HARRY C.
CALIFORNIA UNIV., BERKELEY.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-06-77-02
NOTES: FINAL REPT. 211P
LOCAL GOVERNMENT, MUNICIPALITIES, LABOR UNIONS, SAN FRANCISCO(CALIFORNIA), NTISLABPEU
THE THESIS IS A CASE STUDY OF THE IMPACT OF PUBLIC EMPLOYEE UNIONS ON THE CITY GOVERNMENT OF SAN FRANCISCO. THE THESIS INCLUDES A QUANTITATIVE STUDY OF EMPLOYEE WAGE RATES, PENSION BENEFITS, AND THE DISTRIBUTION OF WAGE RATES AMONG THE CITYS WORKFORCE. THE COSTS OF LABOR TO THE CITY ARE UTILIZED TO MODEL THE CITYS BUDGETARY PROCESS AND ANALYZE THE INFLUENCE THAT CHANGES IN EMPLOYEE REMUNERATION EXERTED ON INTER- AND INTRA-DEPARTMENTAL PERSONNEL AND BUDGETARY ALLOCATIONS. THE THESIS INCLUDES AN INSTITUTIONAL STUDY OF LABOR RELATIONS IN SAN FRANCISCO WHICH SEEKS TO IDENTIFY THE CHANNELS OF PUBLIC EMPLOYEE UNION INFLUENCE. THE STUDY OF LABOR RELATIONS ADDRESSES SUCH ISSUES AS THE ROLE AND CONSEQUENCES OF MUNICIPAL EMPLOYEE STRIKES AND THE ROLE OF MULTILATERAL BARGAINING BETWEEN PUBLIC AND PRIVATE SECTOR UNIONS, CITY OFFICIALS, AND DOWNTOWN BUSINESS GROUPS.
NTIS: PB-274 304/5ST NTIS PRICES PC A10/MF A01

2230 THE IMPACT OF PUBLIC EMPLOYEE UNIONS ON THE PUBLIC EMPLOYMENT PROGRAM. MAR 73
LOEWENBERG, J. JOSEPH;AND OTHERS
TEMPLE UNIV., PHILADELPHIA, PA. CENTER FOR LABOR AND MANPOWER STUDIES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 173P.
CASE STUDIES, COLLECTIVE BARGAINING, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, GOVERNMENT EMPLOYEES, GOVERNMENT ROLE, INDUSTRIAL RELATIONS, LABOR PROBLEMS, LABOR UNIONS, MANPOWER DEVELOPMENT, PUBLIC POLICY, PUBLIC SERVICE OCCUPATIONS, EMERGENCY EMPLOYMENT ACT, PUBLIC EMPLOYMENT PROGRAMS
THE PURPOSE OF THIS STUDY WAS TO EXPLORE THE ROLE OF UNIONS IN THE PUBLIC EMPLOYMENT PROGRAM (PEP). THE STUDY FOCUSES ON THE NATURE AND EXTENT OF UNION INVOLVEMENT IN PEP PROJECTS AND THE EFFECTS OF SUCH INVOLVEMENT IN THE IMPLEMENTATION OF THE PROJECTS. EIGHT PEP PROJECTS WERE EXAMINED TO DETERMINE THE ROLE AND IMPACT OF UNIONS AND COLLECTIVE BARGAINING ON THE DESIGN AND EARLY IMPLEMENTATION OF EACH PROJECT. NO STANDARD PATTERN OF UNION CONCERN AND ACTION EMERGED. MOST OFTEN, UNIONS WERE CONCERNED WITH POSSIBLE PREFERENTIAL TREATMENT BEING GIVEN TO PEP PARTICIPANTS AT THE EXPENSE OF REGULAR EMPLOYEES. UNIONS UTILIZED A VARIETY OF MECHANISMS TO PURSUE THEIR VIEWS IN PEP PROJECTS, INCLUDING NEGOTIATIONS, GRIEVANCE PROCEDURES, LITIGATION, AND MANAGEMENT INFLUENCE. ALTHOUGH UNIONS RAISED QUESTIONS AND MADE SUGGESTIONS IN MOST OF THE CASES STUDIED IN THIS RESEARCH, THEY DID NOT HAVE A SIGNIFICANT IMPACT IN THE FIRST YEAR OF THESE PEP PROJECTS. THE EXPERIENCE WITH PEP PROVIDES POLICY CONSIDERATIONS FOR THE FUTURE OF THIS OR OTHER MANPOWER PROGRAMS INVOLVING THE PUBLIC SECTOR. POLICY IMPLICATIONS ARE OFFERED FOR THE LEGISLATION AUTHORIZING SUCH MANPOWER PROGRAMS AND

(CONT.)
2230 THEIR ADMINISTRATIVE IMPLEMENTATION. TWO OPTIONS FOR FURTHER RESEARCH ARE OFFERED TO EXPAND AND VALIDATE THE FINDINGS OF THIS STUDY. (MF)
ERIC: ED080752

2231 THE IMPACT OF RULES AND REGULATIONS PROHIBITING SEX DISCRIMINATION IN EMPLOYMENT A STUDY OF RESPONSE PATTERNS IN OREGON SEP 73
BRONFMAN, LOIS ANN MARTIN
OREGON UNIV., EUGENE. INST. FOR COMMUNITY STUDIES.
GRANT NO. OL-91-41-72-47
NOTES: FINAL REPT. 251P
EMPLOYMENT, DISCRIMINATION, FEMALES, INDUSTRIAL RELATIONS, REGULATIONS, IMPACT, SEX DISCRIMINATION, OMPER
UTILIZING THE LOGIC OF QUASI-EXPERIMENTAL RESEARCH WHEN FEASIBLE, THE STUDY DESCRIBES AND EVALUATES THE IMPACT OF THE RULES AND REGULATIONS PROHIBITING SEX DISCRIMINATION IN EMPLOYMENT ON THE DEMAND FOR WOMEN WORKERS IN OREGON. ANALYSIS IS MADE OF THE IMPACT OF THE LAWS ON THE AGGREGATE DEMAND FOR WOMEN WORKERS IN OREGON: ON DEMAND FOR WOMEN WORKERS IN ONE ESTABLISHMENT: AND ON THE ATTITUDES OF A SMALL SAMPLE OF EMPLOYERS. THE STUDY INCLUDES A DETAILED DISCUSSION OF THE VARIOUS LAWS PROHIBITING SEX DISCRIMINATION, WITH CONSIDERATION GIVEN TO THE INDIVIDUAL MANDATES, PROCEDURES FOR IMPLEMENTATION, AND EFFORTS AT IMPLEMENTATION.
NTIS: PB-22[illegible] 592/8 NTIS PRICES PC$6.25/MF$1.45

2232 THE IMPACT OF TECHNOLOGICAL CHANGE IN THE MEATPACKING INDUSTRY. AUTOMATION PROGRAM REPORT, NUMBER 1. MAR66
CICK, WILLIAM G.
BUREAU OF EMPLOYMENT SECURITY (DEPT. OF LABOR), WASHINGTON, D.C.: NEBRASKA STATE EMPLOYMENT SERVICE, LINCOLN.
NOTES: 67P.
AUTOMATION, EMERGENCY PROGRAMS, EMPLOYMENT EXPERIENCE, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, INDIVIDUAL CHARACTERISTICS, INTERAGENCY COOPERATION, JOB LAYOFF, MEAT PACKING INDUSTRY, PROGRAM DESCRIPTIONS, PROGRAM EFFECTIVENESS, UNEMPLOYED, UNEMPLOYMENT
TWENTY AUTOMATION MANPOWER SERVICES DEMONSTRATION PROJECTS WERE STARTED TO PROVIDE EXPERIENCE WITH JOB MARKET PROBLEMS CAUSED BY CHANGING TECHNOLOGY AND MASS LAYOFFS. THE FIRST OF THE SERIES, ESTABLISHED IN LOCAL PUBLIC EMPLOYMENT SERVICE OFFICES, THIS PROJECT DEALT WITH THE LAYOFF OF 675 WORKERS, PROBLEMS OF READJUSTMENT IN THE PLANT, THE INVOLVEMENT OF THE EMPLOYMENT SERVICE, AND COMMUNITY AGENCIES IN SOLVING PROBLEMS CAUSED BY THE LAYOFF, AND THE ORGANIZATION AND OPERATION OF THE PROJECT. THE EFFORTS OF THE PROJECT WERE PRIMARILY DIRECTED TO THE REEMPLOYMENT OF THE WORKERS. IT CONTACTED EMPLOYEES WELL AHEAD OF THE LAYOFF AND ADMINISTERED GROUP TESTS ON A VOLUNTARY BASIS. IT MADE JOB SURVEYS, ACTED AS A CLEARINGHOUSE FOR ALL INFORMATION CONCERNING THE WORKERS STATUS, NEEDS, QUALIFICATIONS, AND JOB POSSIBILITIES, COUNSELED, AND MADE 1,160 REFERRALS RESULTING IN 317 PLACEMENTS. THE UNCERTAIN STATUS OF THE LAID-OFF WORKERS WAS THE MAIN DETERRENT TO THEIR REEMPLOYMENT. ANOTHER ADVERSE FACTOR WAS THE DIFFERENCE IN WAGE RATES THE WORKERS WERE ACCUSTOMED TO AND THOSE OF JOBS AVAILABLE TO THEM AFTER THE LAYOFF. EMPLOYERS WERE RELUCTANT TO HIRE LAID-OFF WORKERS LEST THEY QUIT AND RETURN TO THEIR ORIGINAL JOBS WHEN RECALLED. BESIDES DISPLACED WORKERS UNWILLINGNESS TO FACE REALITY, THE MOST IMPORTANT SINGLE FACTOR INFLUENCING REEMPLOYMENT WAS INADEQUATE EDUCATION. RECOMMENDATIONS FOR IMPROVING PROJECT OPERATIONS WERE TO--(1) PROVIDE AN ORIENTATION CONTACT FOR EXPLAINING AND SELLING THE SERVICES OF THE EMPLOYMENT SERVICE AND THE TESTS, IN PARTICULAR, (2) USE A NONVERBAL TEST FOR THE FUNCTIONALLY ILLITERATE, (3) PROVIDE MORE ACCURATE AND OBJECTIVE STATISTICAL INFORMATION ON APPLICANT QUALIFICATIONS, (4) COORDINATE THE RESEARCH PHASE WITH THE EMPLOYMENT PHASE, (5) CLARIFY THE STATUS OF DISPLACED WORKERS, AND (6) PROVIDE ADEQUATE PROJECT FACILITIES AND PERSONNEL, AND EMPHASIZE EDUCATIONAL NEEDS. ESPE
ERIC: ED015284

2233 THE IMPACT OF TECHNOLOGICAL CHANGE ON MANPOWER AND SKILL DEMAND CASE-STUDY DATA AND POLICY IMPLICATIONS. FEB 69
CROSSMAN, EDWARD R. F. W.:LANER, STEPHEN
CALIFORNIA UNIV., BERKELEY. HUMAN FACTORS IN TECHNOLOGY RESEARCH GROUP. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 382P.
BIBLIOGRAPHIES, CASE STUDIES, CHARTS, CRITICAL INCIDENT METHOD, ECONOMIC RESEARCH, LABOR ECONOMICS, MANPOWER NEEDS, MEASUREMENT TECHNIQUES, PROFILE EVALUATION, SEMISKILLED WORKERS, SKILL ANALYSIS, SKILLED WORKERS, TABLES (DATA), TECHNOLOGICAL ADVANCEMENT, UNSKILLED WORKERS, SKILL PROFILE
TO PROVE OR DISPROVE THE HYPOTHESIS THAT AUTOMATION AND TECHNOLOGICAL CHANGE IMPOSE INCREASED SKILL DEMANDS ON MANUFACTURING AND SERVICE INDUSTRIES, CASE STUDIES WERE MADE OF A BANK AND A STEEL AND AIR PRODUCTS COMPANY, AND OF TWO OIL COMPANIES, AIRLINES, AND ELECTRIC POWER COMPANIES. THE BASIC CONCEPTUAL TOOL USED TO MEASURE SKILL DEMANDS WAS THE SKILL PROFILE, A STUDY OF THE DISTRIBUTION OF TOTAL MANHOURS REQUIRED TO PRODUCE A UNIT PRODUCT (OR SERVICE) ALONG A SCALE OF THE LEAST TO THE MOST HIGHLY SKILLED LABOR. THE STUDY FOUND THAT THERE WAS LITTLE OR NO NET OVERALL TENDENCY FOR THE MEAN SKILL LEVEL OF THE WORKFORCE TO INCREASE WITH TECHNOLOGICAL CHANGE. SMALL CHANGES IN MEAN SKILL WERE LARGELY OFFSET BY LARGER OVERALL PRODUCTIVITY INCREASES, AND THUS, DECREASES IN ABSOLUTE DEMAND MEASURED IN MANHOURS PER UNIT OF PRODUCTION FOR SPECIFIC SKILL BRACKETS WERE MORE PREVALENT THAN INCREASES. DECLINES IN ABSOLUTE LABOR DEMAND WERE GREATEST FOR SEMISKILLED WORKERS AND THE NEXT GREATEST DECLINES WERE FOR LABORERS.

(CONT.)
2233 SKILLED WORKERS WERE THE LEAST AFFECTED. A BIBLIOGRAPHY, CHARTS, AND TABLES USED TO DEVELOP THE SKILL PROFILES ARE APPENDED. (BC)
ERIC: ED053260

2234 IMPACT OF THE INDIGENOUS NONPROFESSIONAL ON THE PROFESSIONALS ROLE. NEW CAREERS PERSPECTIVES, REPRINT SERIES, NUMBER 9. JUN 69
DENHAM, WILLIAM H.;SHATZ, EUNICE O.
UNIVERSITY RESEARCH CORP., WASHINGTON, D.C. INFORMATION CLEARINGHOUSE ON NEW CAREERS.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 19P.; PAPER PRESENTED AT NATIONAL ASSOCIATION OF SOCIAL WORKERS SYMPOSIUM, SAN FRANCISCO, CALIFORNIA, MAY 24, 1968.
INTERPERSONAL RELATIONSHIP, JOB TRAINING, NONPROFESSIONAL PERSONNEL, PARAPROFESSIONAL SCHOOL PERSONNEL, PROFESSIONAL PERSONNEL, SOCIAL SERVICES, TEACHER ROLE, NEW CAREERS PROGRAM
A NEW CAREERS DEMONSTRATION PROJECT (TO DEVELOP NONPROFESSIONAL OR AIDE JOBS FOR 150 UNDERPRIVILEGED NEGRO YOUTH IN THE HEALTH, EDUCATION, AND WELFARE COMPLEX IN WASHINGTON, D.C.) WAS EXAMINED TO OBSERVE THE REACTION OF PROFESSIONALS WHO DELIVER HUMAN AND SOCIAL SERVICES WHEN INDIGENOUS NONPROFESSIONALS ARE EMPLOYED TO WORK WITH THEM. ISSUES AND RELATED QUESTIONS EMERGING FROM THIS EXPERIENCE ARE EXAMINED IN TERMS OF THE IMPLICATIONS FOR THE DELIVERY OF SOCIAL SERVICES. IT WAS EXPECTED THAT NONPROFFSSIONALS WOULD FURTHER PROFESSIONAL EFFECTIVENESS BY FREEING THE PROFESSIONALS TO PERFORM THOSE TASKS WHICH REQUIRE A HIGH DEGREE OF SKILL AND BY IMPROVING SERVICE ACCESSIBILITY THROUGH THEIR LINK WITH AN ALIENATED POPULATION. IN MOST CASES SUPERVISORY AND INSERVICE TRAINING NEEDS OF THE NONPROFESSIONAL ENVELOPED MOST OF THE PROFESSIONAL TIME AND ENERGY THAT MIGHT HAVE BEEN UTILIZED IN GIVING INCREASED SERVICE. THREE CENTRAL DILEMMAS RELATIVE TO THE PROFESSIONAL ROLE WILL REQUIRE MORE INTENSIVE STUDY (1) DUAL DEMAND ON THE PROFESSIONAL TO DELIVER MORE HIGH-QUALITY SERVICE AND SIMULTANEOUSLY BECOME SKILLED IN THE ART OF SUPERVISING THE NONPROFESSIONAL; (2) FORMULATION OF INSERVICE TRAINING POLICY THAT AR[illegible]ES FROM THE NEEDS OF INDIGENOUS WORKERS FOR INTENSIVE TRAINING AND THE NEEDS OF PROFESSIONALS FOR RETAINING; (3) MAINTENANCE AND/OR ENHANCEMENT OF QUALITY OF SERVICE AND ALSO RESPONSE TO THE EVER-INCREASING DEMAND FOR SOCIAL COVERAGE. (JS)
ERIC: ED031431 INFORMATION CLEARINGHOUSE ON THE NATIONAL INSTITUTE FOR NEW CAREERS, 4301 CONNECTICUT AVENUE, N.W., WASHINGTON, D.C. 20015

2235 IMPACT OF THE MEXICAN ALIEN COMMUTER ON THE APPAREL INDUSTRY OF EL PASO, TEXAS--A CASE STUDY. FINAL REPORT. 30 JUN 69
RUNGELING, BRIAN SCOTT
KENTUCKY UNIV., LEXINGTON. GRADUATE SCHOOL. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 100P.; PH.D. DISSERTATION, UNIVERSITY OF KENTUCKY
BIBLIOGRAPHIES, EMPLOYEES, EMPLOYERS, EVALUATION, FOREIGN WORKERS, INDUSTRY, LABOR PROBLEMS, LABOR SUPPLY, LEGAL PROBLEMS, MEXICAN AMERICANS, QUESTIONNAIRES, TABLES (DATA), UNSKILLED LABOR, APPAREL INDUSTRY, EL PASO, TEXAS
THIS STUDY ANALYZED WHAT EFFECT COMMUTERS HAD ON WAGE LEVELS, EMPLOYMENT, AND INDUSTRIAL LOCATIONS, AND THE RELATIVE IMPORTANCE OF THE COMMUTER AS PART OF THE WORK FORCE. A QUESTIONNAIRE WAS ADMINISTERED TO 190 WORKERS AND TO THEIR 20 EMPLOYERS IN THE APPAREL INDUSTRY OF EL PASO, TEXAS. THE QUESTIONNAIRES REVEALED THAT THE COMMUTERS WERE PAID THE SAME WAGES AS OTHER WORKERS IN THE INDUSTRY, BUT ADVANCEMENT OPPORTUNITIES WERE LIMITED BY SKILL SPECIALIZATION AND LANGUAGE DIFFICULTIES. WAGES IN THE APPAREL INDUSTRY WERE LOW COMPARED WITH THE SAME INDUSTRIES IN OTHER STATES AND REGIONS AND TO OTHER CITIES IN TEXAS, BECAUSE OF LOWER LIVING COSTS IN MEXICO, THE COMMUTER HAD A HIGHER REAL WAGE THAN DID U.S. WORKERS. THE SOLUTIONS TO THE PROBLEM WERE TO INCREASE THE DEMAND, REDUCE THE SUPPLY OF LABOR, OR TO IMPROVE THE SKILL AND LABOR MARKET. IF CHANGES ARE NOT MADE, THERE WILL CONTINUE TO BE AN OVERABUNDANT LABOR SUPPLY ON BOTH SIDES OF THE BORDER, AND WAGES IN THE APPAREL INDUSTRY WILL EQUAL THE FEDERAL MINIMUM WAGE. (BC)
ERIC: ED053248 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-184847, MF $.95, SEE CATALOG FOR HARD COPY PRICE)

2236 THE IMPACT OF THE WELFARE SYSTEM ON LABOR SUPPLY AND FAMILY STABILITY A STUDY OF FEMALE HEADS OF FAMILIES JUN 71
HONIG, MARJORIE HANSON
COLUMBIA UNIV., NEW YORK.
GRANT NO. OL-91-34-69-18;OL-91-34-68-28
NOTES: FINAL REPT. 157P
LABOR RELATIONS, FEMALES, INCOME, SOCIAL WELFARE, FAMILY RELATIONS, LABOR RELATIONS, FEMALE FAMILY HEADS, MALE FAMILY DESERTIONS
THE STUDY ANALYZES RELATIONSHIPS BETWEEN THE PROPORTION OF THE POPULATION RECEIVING PUBLIC ASSISTANCE PAYMENTS UNDER THE AID TO FAMILIES WITH DEPENDENT CHILDREN PROGRAM AND THE LEVEL OF INCOME AVAILABLE TO RECIPIENTS FROM THE PROGRAM RELATIVE TO EXPECTED EARNINGS. RESULTS INDICATE A STATISTICALLY SIGNIFICANT RESPONSE OF AFDC RECIPIENT RATE (CASELOAD/ELIGIBLE POPULATION) TO SIZE OF DIFFERENTIAL BETWEEN AFDC STIPEND AND AVERAGE FULL-TIME EARNINGS. RESULTS RELATE AFDC RECIPIENT RATE TO INCREASES IN THE SIZE OF THE AFDC PAYMENT RELATIVE TO EARNINGS, BY TWO TYPES OF RESPONSE INCREASES IN THE RESPONSE FROM THE ELIGIBLE POPULATION, AND INCREASES IN THE ELIGIBLE POPULATION ITSELF DUE TO DESERTIONS AMONG HUSBAND-WIFE POPULATION RELATED TO LEVEL OF AFDC INCOME. (DLMA ABSTRACT)
NTIS: PB-201 127 NTIS PRICES PC$3.00 MF$0.95

2237 THE IMPACT OF THE WIN 2 PROGRAM ON WELFARE COSTS AND RECIPIENT RATES SPR 76
EHRENBERG, RONALD G.;HEWLETT, JAMES G.
JOURNAL OF HUMAN RESOURCES:11:2:219-32
SYSTEMS ANALYSIS, WELFARE, MANPOWER DEVELOPMENT, FEDERAL PROGRAMS, PROGRAM COSTS, TABLES (DATA), EMPLOYMENT SERVICES, PROGRAM EFFECTIVENESS, MATHEMATICAL MODELS, WORK INCENTIVE PROGRAM, AID TO FAMILIES WITH DEPENDENT CHILDREN
THE PAPER PRESENTS AN ECONOMETRIC ANALYSIS OF THE IMPACT OF THE WORK INCENTIVE PROGRAM, AS MODIFIED BY THE TALMADGE AMENDMENTS OF 1971 (WIN 2), ON AID TO FAMILIES WITH DEPENDENT CHILDREN (AFDC) PROGRAM COSTS AND RECIPIENT RATES. (AUTHOR)
ERIC: EJ137503

2238 THE IMPACT OF THE WORK ENVIRONMENT ON LIFE OUTSIDE THE JOB. JUN 76
KARASEK, ROBERT ALLEN, JR.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. DL-91-25-75-17
NOTES: 349P.; PH.D. DISSERTATION, MASSACHUSETTS INSTITUTE OF TECHNOLOGY ; BEST COPY AVAILABLE
AFFECTIVE BEHAVIOR, BEHAVIOR, BEHAVIOR PATTERNS, FAMILY BACKGROUND, INCOME, LEISURE TIME, MENTAL HEALTH, MODELS, PARTICIPATION, POLITICS, PSYCHOLOGICAL CHARACTERISTICS, SOCIAL BEHAVIOR, SOCIAL STATUS, SOCIOECONOMIC STATUS, WORK ATTITUDES, WORK ENVIRONMENT, SWEDEN
A STUDY WAS CONDUCTED TO EXPLORE THE RELATIONSHIP BETWEEN THE WORKING INDIVIDUALS DAILY EXPERIENCE ON THE JOB (JOB CONTENT) AND HIS LEISURE ACTIVITY, POLITICAL PARTICIPATION, AND MENTAL STRAIN AFTER THE WORKDAY IS DONE. BASED ON INDIVIDUAL LEVEL DATA FROM A REPRESENTATIVE NATIONAL SURVEY (1 1000 RANDOM SAMPLE) IN SWEDEN IN 1968, THE STUDY DEVELOPED A MODEL OF SOCIAL-PSYCHOLOGICAL FUNCTIONING WHICH WAS USED TO TEST THE HYPOTHESIS THAT THE NONECONOMIC QUALITIES OF WORK EXPERIENCE AFFECT BEHAVIOR DURING LEISURE. THE FIRST HYPOTHESIS OF THE MODEL PREDICTS HOW ACTIVE AND PASSIVE PATTERNS OF BEHAVIOR MIGHT BE SOCIALIZED ON THE JOB. THE SECOND HYPOTHESIS PREDICTS WHAT COMBINATION OF JOB CHARACTERISTICS SHOULD LEAD TO MENTAL STRAIN. THE MODEL IS MEASURED BY THREE BROAD TYPES OF WORK ENVIRONMENT DIMENSIONS JOB DEMANDS, JOB DISCRETION, AND JOB SOCIAL RELATIONSHIPS. FINDINGS INDICATED THAT THE WORKER WHO LACKS DISCRETION OVER THE CONTENT OF HIS DAILY WORK EXPERIENCE IS LIKELY TO BE PASSIVE IN LEISURE AND POLITICAL PARTICIPATION ON THE ONE HAND, OR TO EXPERIENCE MENTAL STRAIN ON THE OTHER. FINDINGS DO NOT SUGGEST THAT PSYCHOLOGICALLY DEMANDING WORK IS ALWAYS ACCOMPANIED BY DELETERIOUS EFFECTS, ALTHOUGH STRAIN DOES OCCUR WHEN JOB DISCRETION IS SIMULTANEOUSLY LOW. HOWEVER, PSYCHOLOGICALLY DEMANDING WORK IS ASSOCIATED WITH MORE SOCIALLY ACTIVE LEISURE AND POLITICAL PARTICIPATION WHEN JOB DISCRETION IS ALSO HIGH. (AUTHOR/TA)
ERIC: ED142717 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

2239 THE IMPACT OF UNEMPLOYMENT INSURANCE BENEFITS ON REEMPLOYMENT SUCCESS 1976
BURGESS, P.L.; KINGSTON, J.L.
INDUSTRIAL AND LABOR RELATIONS REVIEW, VOL.30, NO.1, OCT 1976, P. 25-31.
COMPENSATION, EARNINGS, EDUCATION, EMPLOYMENT, INDUSTRIAL RELATIONS, JOB HUNTING, JOB SECURITY, LABOR MARKET, MINORITIES IN BUSINESS, UNEMPLOYMENT BENEFITS
HIGH UNEMPLOYMENT BENEFIT PAYMENTS ARE ASSOCIATED WITH HIGH REEMPLOYMENT EARNINGS AS THE SUPPORT ALLOWS WORKERS TO REFUSE LOW-PAYING OR LESS STABLE JOB OFFERS. THE REEMPLOYMENT EARNINGS LEVEL IS ALSO AFFECTED BY SEX, AGE AND EDUCATION ON THE UNEMPLOYED.
MGMT: ILR76J0025

2240 THE IMPACT OF URBAN WIN PROGRAMS. FINAL REPORT. 5 MAY 72
PACIFIC TRAINING AND TECHNICAL ASSISTANCE CORP., BERKELEY, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 100P.
ECONOMICALLY DISADVANTAGED, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MOTIVATION, PLACEMENT, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, PROJECTS, UNSKILLED WORKERS, URBAN AREAS, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, VOCATIONAL INTERESTS, WIN, WORK INCENTIVE PROGRAMS
THE FOCUS OF THE REPORT IS ON THE RECORD AND POTENTIAL OF URBAN WORK INCENTIVE (WIN) PROGRAMS FOR IMPROVING THE STATUS OF DISADVANTAGED WORKERS. THE SINGLE MOST IMPORTANT OBSERVATION IS THAT WIN PROGRAM EFFORTS HAVE NO SIGNIFICANT IMPACT ON THE NUMBER OR QUALITY OF JOBS ATTAINED BY THE DISADVANTAGED. THESE INDICES OF PROGRAM OUTPUT ARE ALMOST ENTIRELY DEPENDENT ON LABOR MARKET PARAMETERS OVER WHICH WIN HAS NO CONTROL. NEVERTHELESS, WIN EFFORTS ARE INSTRUMENTAL IN RAISING EDUCATIONAL LEVELS AND VOCATIONAL SKILLS, OUTPUTS WHICH YIELD IMMEDIATE SATISFACTION TO PROGRAM PARTICIPANTS AND WHICH ALSO ENHANCE JOB PROSPECTS WHEN LABOR MARKETS IMPROVE. THE STUDY IS BASED ON 2-YEAR OBSERVATIONS IN 32 URBAN AREAS AND INCLUDES RECOMMENDATIONS FOR PROGRAM DESIGN. (AUTHOR)
ERIC: ED070857 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-213-469, MF $.65; SEE CATALOG FOR HARDCOPY PRICE)

2241 THE IMPACT OF VOCATIONAL AND TECHNICAL EDUCATION ON MANPOWER AND ECONOMIC DEVELOPMENT. ECONOMIC DEVELOPMENT RESEARCH REPORT. MAY 76
TUTTLE, FRANCIS T.;ALEXANDER, ARCH B.
OKLAHOMA STATE DEPT. OF VOCATIONAL AND TECHNICAL EDUCATION, STILLWATER. ECONOMIC DEVELOPMENT ADMINISTRATION (DOC), WASHINGTON, D.C. OFFICE OF ECONOMIC RESEARCH.
NOTES: 41P.
ADMINISTRATIVE ORGANIZATION, BUSINESS, DEPRESSED AREAS (GEOGRAPHIC), ECONOMIC DEVELOPMENT, EDUCATIONAL FACILITIES, FEDERAL GOVERNMENT, GOVERNMENT ROLE, INDUSTRIAL EDUCATION, INDUSTRY, MANAGEMENT SYSTEMS, MANPOWER DEVELOPMENT, SOCIAL INFLUENCES, STATE

(CONT.)
2241 GOVERNMENT, TECHNICAL EDUCATION, VOCATIONAL EDUCATION, VOCATIONAL SCHOOLS, VOCATIONAL TRAINING CENTERS
PLANNERS, ADMINISTRATORS, ECONOMISTS, AND ALL OTHERS INVOLVED WITH HUMAN RESOURCES AND ECONOMIC DEVELOPMENT ARE CAUTIONED TO NEVER UNDERESTIMATE THE ROLE THAT VOCATIONAL EDUCATION CAN PLAY IN ATTRACTING NEW AND EXPANDING INDUSTRIES. INDUSTRIAL EXPANSION MEANS NEW CAPITAL INVESTMENTS, A VITAL FACTOR TO THE FUTURE WELL BEING OF ECONOMICALLY DEPRESSED AREAS. NEW INVESTMENTS WHEN ACCOMPLISHED BY NEW JOBS AND ADEQUATE OPPORTUNITY TO TRAIN FOR JOBS HAVE A POSITIVE PSYCHOLOGICAL EFFECT ON BOTH THOSE IN THE LABOR FORCE AND THE OWNERS AND MANAGERS OF BUSINESS AND INDUSTRY. CAPITAL INVESTMENTS IN AN ECONOMIC REGION ATTEST TO THE FAITH THAT INDIGENOUS PERSONNEL, THE CORPORATION, LEADERS OF LOCAL, STATE, AND FEDERAL AGENCIES HAVE IN THE AREAS FUTURE. THE MONOGRAPH IS IN THREE PARTS. PART I DISCUSSES THE ROLE THAT FACILITIES PLAY IN ATTRACTING NEW CAPITAL INVESTMENTS IN DISTRESSED ECONOMIC AREAS. FOUR SUBJECTS ARE COVERED (1) INSTRUCTIONAL FACILITIES CONSTRUCTED TO SERVE THEIR ROLE IN INDUSTRIAL DEVELOPMENT; (2) STATE EQUIPMENT POOLS A KEY FACTOR IN PROVIDING TRAINED MANPOWER FOR NEW INDUSTRIES; (3) MOBILE VO-TECH FACILITIES SERVE TRAINING AND DEVELOPMENT NEEDS; AND (4) SPECIAL SCHOOLS FOR INDUSTRIAL TRAINING A DIFFERENT CONCEPT OF MOBILE TRAINING FACILITIES. PART II FOCUSES ON THE ROLE THAT ADEQUATE STATE AND LOCAL VO-TECH MANAGEMENT SYSTEMS PLAY IN FOCUSING TRAINING FUNDS TOWARD REAL AND IDENTIFIABLE TRAINING NEEDS THE PRODUCT AND THE PACKAGE OF MANAGEMENT INFORMATION; AN EFFECTIVE VO-TECH MANAGEMENT INFORMATION SYSTEM; AND MANAGEMENT SYSTEMS WORK IN STATE VO-TECH AGENCIES. PART III CONSISTS OF SUGGESTIONS FOR MAKING FEDERAL AGENCIES MORE EFFECTIVE IN ASSISTING INDUSTRIAL AND ECONOMIC DEVELOPMENT. (WL)
ERIC: ED133498

2242 THE IMPACT OF WELFARE BENEFIT LEVELS AND TAX RATES ON THE LABOR SUPPLY OF POOR WOMEN 1975
MEYER, J.A.
REVIEW OF ECONOMICS AND STATISTICS, VOL.57, NO.2, MAY 1975, P. 236-238. BIBLIOG. 10
ECONOMICS, LABOR, LABOR MARKET, POVERTY, PUBLIC WELFARE, WAGES, WOMEN
ESTIMATION OF THE LABOR FUNCTION OF POOR WOMEN. COMPARISON OF WORKING OR WELFARE.
MGMT: RES75E0236

2243 THE IMPACT OF WIN II A LONGITUDINAL EVALUATION. SEP 76
SCHILLER, BRADLEY;AND OTHERS
PACIFIC TRAINING AND TECHNICAL ASSISTANCE CORP., BERKELEY, CALIF. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.; SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C.
CONTRACT NO. 53-3-013-06
NOTES: 322P.
ECONOMIC OPPORTUNITIES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, INTERVIEWS, LONGITUDINAL STUDIES, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, SOCIAL ACTION, SOCIAL CHANGE, SOCIAL WELFARE, WELFARE, WELFARE RECIPIENTS, WORK INCENTIVE PROGRAM
THIS REPORT PROVIDES A COMPREHENSIVE EVALUATION OF WIN-II, THE PUBLIC EMPLOYMENT AND SUPPORTIVE SERVICE PROGRAM DESIGNED TO ASSIST WELFARE (AFDC) RECIPIENTS ATTAIN ECONOMIC SELF SUPPORT. WIN-II WAS FULLY OPERATIONAL FROM 1973-1975, AND EMPHASIZED RAPID JOB PLACEMENTS FOR EMPLOYABLE WELFARE RECIPIENTS. THE OBJECTIVE OF THIS STUDY WAS TO ASSESS HOW SUCCESSFUL WIN-II WAS IN ACHIEVING ITS GOALS. WIN-II IS EVALUATED IN THIS REPORT IN TERMS OF THE EXTENT TO WHICH IT CONTRIBUTED TO THE FOLLOWING (1) AN INCREASE IN THE EMPLOYMENT (WEEKS WORKED) OF PARTICIPANTS, (2) AN INCREASE IN THE ANNUAL EARNINGS, (3) A REDUCTION IN DURATION OF WELFARE DEPENDENCY, (4) A REDUCTION IN THE AMOUNT (COST) OF WELFARE DEPENDENCY, AND (5) AN INCREASE IN THE INCOME OF PARTICIPANTS. THE BASIS OF THIS EVALUATION CONSISTS OF SEVERAL DATA SOURCES, AMONG THEM, THE FOLLOWING (1) A LONGITUDINAL SERIES OF THREE INTERVIEWS WITH PROGRAM PARTICIPANTS AT 78 WIN SITES, (2) AN IDENTICAL SERIES OF INTERVIEWS WITH A COMPARISON GROUP OF NON-PARTICIPATING WIN REGISTRANTS, AND OFFICIAL WIN RECORD DATA ON PARTICIPANTS. IN ADDITION TO ESTIMATING THE NET IMPACT OF THE WIN-II PROGRAM, I.E., THE EXTENT TO WHICH THE SOCIOECONOMIC STATUS OF PARTICIPANTS CHANGED SOLELY AS A RESULT OF WIN PARTICIPATION AND RELATED SERVICE RECEIPT, THE PAPER IDENTIFIES THE IMPACT OF DIFFERENT WIN SERVICES. THE EVALUATION INDICATES THAT WIN-II WAS A HETEROGENEOUS PROGRAM AND THAT ESTIMATES OF AVERAGE NET IMPACT ARE OF RELATIVELY LITTLE USE. AT BEST, THEY INDICATE THAT THE PROGRAM ASSISTED WELFARE PARTICIPANTS IN ACHIEVING A SLIGHTLY HIGHER LEVEL OF SELF SUPPORT, AND DID SO ON AN ECONOMICALLY COST EFFECTIVE BASIS. (AUTHOR/AM)
ERIC: ED139865

2244 THE IMPACT OF WORK TESTS ON THE EMPLOYMENT BEHAVIOR OF WELFARE RECIPIENTS. MAY 76
EVANS, ROBERT, JR.;AND OTHERS
BRANDEIS UNIV., WALTHAM, MASS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. DOL-53-25-73-03
NOTES: 102P.
BEHAVIORAL SCIENCE RESEARCH, ECONOMICALLY DISADVANTAGED, EMPLOYMENT, EMPLOYMENT PATTERNS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, INCENTIVE SYSTEMS, JOB APPLICANTS, PROGRAM EVALUATION, SOCIAL WELFARE, UNEMPLOYMENT, URBAN AREAS, WELFARE RECIPIENTS, WELFARE SERVICES, CALIFORNIA (SAN DIEGO), FOOD STAMP PROGRAM, NEBRASKA (OMAHA), NEW YORK (ROCHESTER), TENNESSEE (MEMPHIS), TEXAS (FORT WORTH), UNITED STATES, WORK TESTS
A STUDY WAS CONDUCTED TO DETERMINE WHETHER EXISTING WORK TESTS AFFECTED THE TIMING AND QUALITY OF JOBS FOUND AFTER A PERIOD DURING WHICH A PERSON BOTH RECEIVED WELFARE BENEFITS AND HAD TO REGISTER WITH THE EMPLOYMENT SERVICE (ES) IN CONNECTION WITH THEIR RECEIPT. SIX MEASURABLE ASPECTS OF A WORK TEST APPLICABLE TO INDIVIDUALS WERE IDENTIFIED

(CONT.)

2244 INDIVIDUALS COULD BE (1) CALLED INTO THE ES OFFICE, (2) CALLED IN FREQUENTLY, (3) QUESTIONED ABOUT JOB SEARCH ACTIVITIES, (4) ASKED FOR PROOF OF JOB SEARCH ACTIVITIES, (5) REFERRED TO A JOB, AND/OR (6) PRESSURED TO ACCEPT A JOB. BASED ON A SURVEY OF 1966 FOOD STAMP (FS) AND AID TO FAMILIES WITH DEPENDENT CHILDREN (AFDC) AND AID TO FAMILIES WITH DEPENDENT CHILDREN OF UNEMPLOYED FATHERS (AFDC-UF), THE STUDY WAS CONDUCTED IN FIVE CITIES USING A QUESTIONNAIRE DESIGNED TO CAPTURE EMPLOYMENT EXPERIENCE FOLLOWING A STRETCH OF UNEMPLOYMENT OR PART-TIME EMPLOYMENT DURING WHICH RESPONDENTS RECEIVED FS OR AFDC/AFDC-UF BENEFITS. THREE PRINCIPAL CONCERNS WERE (1) HOW THE APPLICATION OF THE WORK TESTS VARIED BY CITY AND WITHIN CITIES BY TYPE OF INDIVIDUAL; (2) HOW THE DIFFERENT WORK TESTS INFLUENCED JOB SEARCH PATTERNS; AND (3) HOW THEY INFLUENCED EMPLOYMENT BEHAVIOR. THE OVERALL CONCLUSION IS THAT RESULTS OF THE STUDY PROVIDE A PESSIMISTIC PICTURE OF THE USEFULNESS OF EXISTING WORK TESTS IN ENCOURAGING REGISTRANTS TO RETURN TO WORK. THIS REPORT ORGANIZES THE FINDINGS AND CONCLUSIONS UNDER EACH OF THE THREE PRINCIPLE CONCERNS AND PRESENTS GENERAL CONCLUSIONS AND RECOMMENDATIONS IN THE FORM OF POLICY ALTERNATIVES. (JT)
ERIC: ED130088

2245 IMPACT UPON THE ORGANIZATION OF HIRING THE DISADVANTAGED. REPORT OF A STUDY OF TWO COMPANIES.
CHIN, ROBERT;AND OTHERS
BOSTON UNIV., MASS. HUMAN RELATIONS CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 267P.
BUSINESS, CASE STUDIES, CULTURALLY DISADVANTAGED, DISADVANTAGED GROUPS, EMPLOYEE ATTITUDES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, EMPLOYMENT QUALIFICATIONS, MANPOWER UTILIZATION, MINORITY GROUPS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION
THIS STUDY OF COMPANY PROGRAMS TO EMPLOY DISADVANTAGED AND MINORITY PEOPLE IS BASED ON THE OBSERVATIONS OF THE INVESTIGATORS AND ON INTERVIEWS AND QUESTIONNAIRE DATA OBTAINED FROM THE MANAGEMENT AND EMPLOYEES OF TWO TYPES OF BUSINESS, SERVICE AND MANUFACTURING. IT EXAMINES THE WAYS IN WHICH ORGANIZATIONAL PROCESSES, ORGANIZATIONAL RELATIONSHIPS, AND EMPLOYEE ATTITUDES WERE AFFECTED BY DIFFERENT ASPECTS OF PROGRAM IMPLEMENTATION, AND SHOULD ENABLE KEY PERSONNEL IN AN ORGANIZATION TO ANTICIPATE AND UNDERSTAND THE PROBLEMS AND BENEFITS OF SUCH PROGRAMS. THE REPORT DESCRIBES MANAGEMENT AND EMPLOYEE FORCES WHICH INITIATED AND INFLUENCED THE DEVELOPMENT OF THE PROGRAMS, THE NATURE OF THEIR IMPLEMENTATION AND DEVELOPMENT, THE CONSEQUENCES OF EVENTS WHICH OCCURRED, AND CHANGES IN ATTITUDES OF COMPANY PERSONNEL. RECOMMENDATIONS FOR DEVELOPMENT AND MANAGEMENT OF SUCH PROGRAMS ARE ALSO PRESENTED. (AUTHOR/BH)
ERIC: ED061437

2246 IMPAIRED ACCESS OF BLACK INNER-CITY RESIDENTS TO THE DECENTRALIZED WORKPLACES 1976
SHANAHAN, J.L.
JOURNAL OF ECONOMICS AND BUSINESS, VOL.28, NO.2, WINTER 1976, P. 156-160. BIBLIOG. 14
CITIES, ECONOMICS, HUMAN RESOURCE DEVELOPMENT, INFORMATION SYSTEMS, JOB MARKET, LABOR MARKET, MINORITIES, PUBLIC ADMINISTRATION, SERVICE INDUSTRY, TRANSPORTATION
DIFFICULTIES OF TRANSPORTATION ACCESS RESULT IN IMPEDIMENTS TO SPATIAL MOBILITY OF BLACKS LIVING IN INNER CITIES AND HENCE NARROW THE FIELD OF JOB HUNTING AND PLACE THEM AT COMPETITIVE DISADVANTAGES. DETROIT INNER CITY BLACKS ARE TAKEN AS REPRESENTATIVES OF CORE MINORITIES.
MGMT: JE976M0156

2247 IMPERATIVES IN EDUCATION. 66
COOPER, SHIRLEY ;AND OTHERS
AMERICAN ASSOCIATION OF SCHOOL ADMINISTRATORS, WASHINGTON, D.C.
ADMINISTRATOR ROLE, CITIZENSHIP, CURRICULUM DEVELOPMENT, DEMOCRATIC VALUES, EDUCATIONAL CHANGE, EDUCATIONAL NEEDS, EDUCATIONAL OBJECTIVES, EDUCATIONAL PROGRAMS, ETHICAL VALUES, INTERCULTURAL PROGRAMS, LEISURE TIME, MENTAL HEALTH, NATURAL RESOURCES, SCHOOL ROLE, TALENT DEVELOPMENT, TEACHER ROLE, URBANIZATION, VOCATIONAL EDUCATION, DISTRICT OF COLUMBIA
IN THE SPRING OF 1964, THE AMERICAN ASSOCIATION OF SCHOOL ADMINISTRATORS (AASA) APPOINTED A SPECIAL COMMISSION TO INVESTIGATE AND IDENTIFY MAJOR EDUCATIONAL IMPERATIVES. AFTER TWO YEARS OF STUDY, THE COMMISSION IDENTIFIED NINE IMPERATIVES IN EDUCATION--(1) TO MAKE URBAN LIFE REWARDING AND SATISFYING, (2) TO PREPARE PEOPLE FOR THE WORLD OF WORK, (3) TO DISCOVER AND NURTURE CREATIVE TALENT, (4) TO STRENGTHEN THE MORAL FABRIC OF SOCIETY, (5) TO DEAL CONSTRUCTIVELY WITH PSYCHOLOGICAL TENSIONS, (6) TO KEEP DEMOCRACY WORKING, (7) TO MAKE INTELLIGENT USE OF NATURAL RESOURCES, (8) TO MAKE THE BEST USE OF LEISURE TIME, AND (9) TO WORK WITH OTHER PEOPLES OF THE WORLD FOR HUMAN BETTERMENT. THESE IMPERATIVES ARE AREAS IN WHICH THE EDUCATIONAL PROGRAM MUST BE REVISED TO MEET CHANGING NEEDS. THIS DOCUMENT IS AVAILABLE FOR $6.00 FROM THE AMERICAN ASSOCIATION OF SCHOOL ADMINISTRATORS, 1201 SIXTEENTH ST., N.W., WASHINGTON, D.C. 20036. (HM)
ERIC: ED012961

2248 THE IMPLEMENTATION AND FURTHER DEVELOPMENT OF EXPERIMENTAL CLUSTER CONCEPT PROGRAMS THROUGH TESTING AND EVALUATION INCLUDING PLACEMENT AND FOLLOW-UP OF SUBJECTS. THE CLUSTER CONCEPT PROJECT, PHASE IV. FINAL REPORT. AUG 69
MALEY, DONALD
NOTES: 382P.
BUILDING TRADES, COGNITIVE ABILITY, CURRICULUM DEVELOPMENT, ELECTRICAL OCCUPATIONS,

(CONT.)
2248 EXPERIMENTAL PROGRAMS, GRADE 12, METAL WORKING OCCUPATIONS, OCCUPATIONAL CLUSTERS, PILOT PROJECTS, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, PSYCHOMOTOR SKILLS, TRADE AND INDUSTRIAL EDUCATION, VOCATIONAL INTERESTS, CCP, CLUSTER CONCEPT PROGRAM
THE CLUSTER CONCEPT PROGRAM (CCP) FOR 11TH AND 12TH GRADE VOCATIONAL EDUCATION, HAS COMPLETED ITS SECOND YEAR. THE PROGRAM IS DESIGNED TO PREPARE YOUTH FOR ENTRY LEVEL CAPABILITY IN A VARIETY OF RELATED OCCUPATIONS RATHER THAN A SPECIFIC OCCUPATION. A PRETEST/POSTTEST RESEARCH DESIGN, WITH CONTROL AND EXPERIMENTAL GROUP DESIGN IN CONSTRUCTION CLUSTER GROUPS, METAL FABRICATION CLUSTER GROUPS, AND ELECTROMECHANICAL CLUSTER GROUPS WAS USED TO OBTAIN AN ESTIMATE OF THE EFFECTIVENESS OF THE PROGRAMS. IT WAS FOUND THAT IN SOME SCHOOLS THE PROGRAMS DID SIGNIFICANTLY CHANGE THE STUDENT BEHAVIORS IN THE DIRECTION OF THE STATE OBJECTIVES OF THE PROGRAMS. CHANGES IN COGNITIVE ABILITIES, BROADENED KNOWLEDGE AND JOB INTERESTS, FLEXIBILITY OF OCCUPATIONAL CHOICE AND GROWTH IN THE PERFORMANCE OF SKILL TASKS WERE OBSERVED. THE APPENDIXES CONTAIN MEASUREMENT INSTRUMENTS AND ACHIEVEMENT TESTS USED IN PROGRAM EVALUATION. RELATED COURSE OUTLINES AND FINAL REPORTS ARE AVAILABLE AS ED 010 301-ED 010 304, ED 016 841-ED 016 844 AND ED 022 965. (GR)
AIM/ARM: VT011536

2249 IMPLEMENTATION OF A STATE-WIDE COMPUTER-BASED OCCUPATIONAL INFORMATION SYSTEM WITH MULTI-FACET DELIVERY SYSTEMS. SEP 76
TENNESSEE UNIV., KNOXVILLE. COLL. OF EDUCATION. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C.
GRANT NO. OEG-00-75-00322
NOTES: 79P.
CAREER CHOICE, CAREER EXPLORATION, COMPUTER ORIENTED PROGRAMS, DELIVERY SYSTEMS, EXCEPTIONAL STUDENTS, INFORMATION SYSTEMS, INFORMATION UTILIZATION, INSTRUCTIONAL MATERIALS, OCCUPATIONAL INFORMATION, POST SECONDARY EDUCATION, SECONDARY EDUCATION, STATEWIDE PLANNING, VOCATIONAL EDUCATION, TENNESSEE
THE SPECIFIC OBJECTIVES OF THE PROJECT WERE TO (1) COMPUTERIZE PREVIOUSLY DEVELOPED OCCUPATIONAL INFORMATION FOR ON-LINE DELIVERY CAPABILITIES AS WELL AS FOR DEVELOPMENT OF COMPUTER OUTPUT MICROFICHE, (2) DEVELOP MANUAL FINSORTS TO AID SECONDARY AND POSTSECONDARY STUDENTS IN EXPLORING OCCUPATIONAL INFORMATION, (3) DEVELOP SPECIAL MATERIALS FOR BLIND STUDENTS AND FOR SLOW LEARNERS, (4) DEVELOP USER GUIDES ON USE OF THE VARIOUS DELIVERY SYSTEMS, AND (5) PROVIDE COST DATA ON THE DIFFERENT SYSTEMS. AN UPDATED VERSION OF TENNESSEES OCCUPATIONAL INFORMATION WAS COMPUTERIZED TO PROVIDE ON-LINE TELETYPE TERMINAL ACCESS TO THE INFORMATION. DIRECT COPY MICROFICHE WAS DEVELOPED FROM THE PRINTED DATA BASE. MANUAL CAREER EXPLORATORY FINSORTS FOR ACCESSING THE JUNIOR HIGH OCCUPATIONAL INFORMATION AS WELL AS THE SECONDARY-POSTSECONDARY VERSION OF THE COMPUTERIZED INFORMATION WERE DEVELOPED. IN ADDITION, BRAILLE AND AUDIO TAPE MATERIALS WERE DEVELOPED FOR USE BY BLIND STUDENTS AND FILMSTRIPS WITH AUDIO TAPE NARRATIONS WERE DEVELOPED FOR USE BY SLOW LEARNERS. USER GUIDES WERE DEVELOPED FOR USE BY STUDENTS, PARENTS, TEACHERS, COUNSELORS, AND LIBRARIANS ON THE USE OF EACH OF THE DIFFERENT TYPES OF DELIVERY SYSTEMS. EVALUATION DATA COLLECTED FROM STUDENTS, PARENTS, TEACHERS, COUNSELORS, AND LIBRARIANS REVEALED ALL THE OCCUPATIONAL INFORMATION DELIVERY SYSTEMS WERE ACCEPTED FAVORABLY. SUGGESTIONS WERE RECEIVED FROM USERS FOR MAKING MINOR REVISIONS IN EACH DELIVERY SYSTEM TO IMPROVE ITS USE. THIS REPORT INCLUDES A DETAILED DESCRIPTION OF THE PROJECTS METHODOLOGY, EVALUATION RESULTS, AND SUMMARY OF FINDINGS. (MD)
ERIC: ED136026

2250 THE IMPLEMENTATION OF CETA IN BOSTON, 1974-1977 JUL 77
HERRNSTADT, IRWIN L.;HOROWITZ, MORRIS A.;SELTZER, MARLENE B.
NORTHEASTERN UNIV., BOSTON, MASS. DEPT. OF ECONOMICS.**EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C.**ALFRED P. SLOAN SCHOOL OF MANAGEMENT, CAMBRIDGE, MASS.*MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-42-25-74-05;DL-21-25-74-33
NOTES: FINAL REPT. 142P
PERSONNEL DEVELOPMENT, MANPOWER UTILIZATION, SPECIALIZED TRAINING, MASSACHUSETTS, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, BOSTON(MASSACHUSETTS), PUBLIC SERVICE EMPLOYMENT, NTISLABPEU
THIS IS A CASE STUDY OF THE INTRODUCTION OF THE CETA IN BOSTON, AND IN VARIOUS COMMUNITIES IN EASTERN MASSACHUSETTS. THE STUDY TRACED THE DEVELOPMENT OF LOCAL EMPLOYMENT AND TRAINING POLICIES AND PROGRAMS FROM FISCAL YEAR 1974 THROUGH MOST OF FISCAL 1976. PROGRAM DATA CONCERNING CLIENT CHARACTERISTICS, ENROLLMENTS, TERMINATIONS AND WORK EXPERIENCES WERE COLLECTED AND ANALYZED IN ORDER TO ASSESS THE RESULTS OF LOCAL EMPLOYMENT AND TRAINING DECISIONS.
NTIS: PB-270 402/1ST NTIS PRICES PC A07/MF A01

2251 THE IMPLEMENTATION OF CETA IN OHIO. R+D MONOGRAPH 44. FINAL REPORT. 77
RIPLEY, RANDALL B.
OHIO STATE UNIV., COLUMBUS. MERSHON CENTER. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 64P.; TABLES AND FOOTNOTES MAY BE MARGINALLY LEGIBLE DUE TO SMALL TYPE
AGENCY ROLE, COMMUNITY AGENCIES (PUBLIC), DECISION MAKING, DELIVERY SYSTEMS, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, EMPLOYMENT TRENDS, FEDERAL AID, FEDERAL LEGISLATION, FEDERAL PROGRAMS, FEDERAL STATE RELATIONSHIP, GOVERNMENT EMPLOYEES, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PROGRAM ADMINISTRATION, PUBLIC OFFICIALS, PUBLIC SERVICE OCCUPATIONS, STATE AGENCIES, STATE OFFICIALS, STATE PROGRAMS,

(CONT.)
2251 COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, OHIO
THIS LAST OF A SERIES OF REPORTS ON THE IMPLEMENTATION OF THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) IN OHIO, FROM THE INCEPTION OF THE PROGRAM IN 1974 THROUGH MID-1976, COMPARES 16 OF THE 17 PRIME SPONSORS IN THE STATE. THE MONOGRAPH DESCRIBES AND EXPLAINS PATTERNS OF INFLUENCE OVER DECISIONMAKING ABOUT CETA AT THE LOCAL LEVEL, A VARIETY OF PROGRAMMATIC CHOICES, AND PATTERNS OF CLIENT USAGE AND SERVICE. COMMENTS ARE ALSO MADE ON THE ROLES OF THE STATE AND OF THE CHICAGO REGIONAL OFFICE OF THE DEPARTMENT OF LABOR WITH REGARD TO OHIO PRIME SPONSORS. THE AUTHORS CONCLUDE THERE ARE THREE MAIN PROBLEMS AND THREE PRINCIPAL ACHIEVEMENTS OF CETA IN OHIO. THE PROBLEMS RELATE TO DECREASED OR LOW LEVEL SERVICE TO THE MOST DISADVANTAGED OF ELIGIBLE CETA CLIENTS, LESS ATTENTION TO TRAINING AND WORK-EXPERIENCE PROGRAMS, AND A VAGUE AND SHIFTING FEDERAL ROLE IN CETA. THE PRINCIPAL ACHIEVEMENTS DISCUSSED ARE INNOVATIVE AND SEEMINGLY SUCCESSFUL PROGRAMS DEVELOPED BY SOME PRIME SPONSORS IN THE FACE OF POLITICAL AND ECONOMIC PRESSURES, GROWING PROFESSIONALISM OF THE CETA SYSTEM, AND SOME MEANINGFUL AND INFLUENTIAL INVOLVEMENT IN CETA DECISIONMAKING THROUGH MANPOWER PLANNING COUNCILS. RECOMMENDATIONS ARE MADE REGARDING CLIENT SERVICE PATTERNS, PROGRAM COMPREHENSIVENESS, PUBLIC SERVICE EMPLOYMENT, MANPOWER PLANNING COUNCILS, THE REGIONAL OFFICE OF THE DEPARTMENT OF LABOR, AND THE STATE. THE REPORT ALSO INCLUDES CHARTS ILLUSTRATING MODELS OF CETA IMPLEMENTATION FEATURES IN PRIME SPONSORSHIPS, TABLES, AND A BIBLIOGRAPHY. (LMS)
ERIC: ED138808 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402

2252 IMPLICATIONS FOR WOMEN SEP-OCT 72
BELL, CAROLYN SHAW
SOCIAL POLICY;3;3;11-19
WORKING WOMEN, EMPLOYMENT OPPORTUNITIES, JOB MARKET, EMPLOYMENT PATTERNS, FEMINISM, SEX DISCRIMINATION, DISCRIMINATORY ATTITUDES (SOCIAL), GOVERNMENT EMPLOYEES, MANPOWER UTILIZATION, WORKING MOTHERS
LEGITIMIZING CONSUMER MAINTENANCE AS AN OCCUPATION WOULD ALLOW WOMEN TO ACCEPT THE FACT THAT AT THE MOMENT THEY HAVE MORE OPTIONS THAN MEN: IT WOULD ALSO HASTEN THE TIME WHEN SOCIETY WILL ALLOW MEN TO RETAIN THEIR DIGNITY WHILE AT HOUSEHOLD TASKS (TRADITIONALLY WOMENS) WITH THE WIFES INCOME AS FINANCIAL SUPPORT. (AUTHOR)
ERIC: EJ081779

2253 IMPLICATIONS FOR WOMEN AND MINORITIES JUN 77
MILES, LEROY
VOCATIONAL GUIDANCE QUARTERLY;25;4;356-363
LEISURE TIME, CAREER CHANGE, FEMALES, MINORITY GROUPS, VOCATIONAL DEVELOPMENT, DEVELOPMENTAL STAGES, MIDDLE AGED, MODELS, STATE OF THE ART REVIEWS
WOMEN AND MINORITIES STILL FACE DIFFICULT PROBLEMS IN CREATING CAREER CHANGES AND ENHANCING LEISURE DURING THE MIDDLE YEARS. VARICUS PRACTICAL SOLUTIONS ARE SUGGESTED. (AUTHOR)
ERIC: EJ160277

2254 THE IMPLICATIONS OF JOB OPPORTUNITIES IN TRANSPORTATION FOR PRIORITIES IN VOCATIONAL-TECHNICAL EDUCATION. WORKING PAPER. SEP 69
TEEPLE, JOHN;KENADJIAN, BERDJ
NATIONAL PLANNING ASSOCIATION, WASHINGTON, D.C. CENTER FOR PRIORITY ANALYSIS. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-0-8-080643-4467(085)
NOTES: 31P.
AUTO MECHANICS (OCCUPATION), AVIATION MECHANICS, DISADVANTAGED GROUPS, EDUCATIONAL OBJECTIVES, EDUCATIONAL PLANNING, EMPLOYMENT OPPORTUNITIES, SEMISKILLED WORKERS, SKILLED WORKERS, TRANSPORTATION, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION
CREATING AND OPERATING AN EFFICIENT TRANSPORTATION SYSTEM IN THE 1970S WILL GENERATE EMPLOYMENT FOR 14 MILLION PERSONS IN ALL OCCUPATIONS. AS TRANSPORTATION METHODS BECOME MORE SOPHISTICATED, SO WILL THE SKILLS REQUIRED OF THOSE WHO WORK IN THAT FIELD, AND VOCATIONAL TECHNICAL EDUCATION MUST PLAN FOR PRESENT NEEDS AND FUTURE DEVELOPMENTS. SECONDARY SCHOOLS NEED TO EDUCATE, TRAIN AND GUIDE MORE DISADVANTAGED YOUNG PERSONS TO ENTER THE SKILLED AND SEMI-SKILLED BLUE COLLAR OCCUPATIONS OF THE TRANSPORTATION WORK FORCE. TO MEET THIS CHALLENGE, VOCATIONAL EDUCATION NEEDS COOPERATIVE WORK-STUDY PROGRAMS, STRONG VOCATIONAL COUNSELING AND PLACEMENT PROGRAMS, AND EXPANSION OF JUNIOR AND COMMUNITY COLLEGE PROGRAMS AND GENERAL VOCATIONAL-TECHNICAL EDUCATION PROGRAMS. (CD)
ERIC: ED036619

2255 IMPLICATIONS OF NONINSTITUTIONAL CONSIDERATIONS UPON THE EFFECTIVENESS OF MANPOWER PROGRAMS FOR CHICANOS. JAN 73
BRIGGS, VERNON M.
TEXAS UNIV., AUSTIN. CENTER FOR THE STUDY OF HUMAN RESOURCES.
NOTES: 28P.
ACADEMIC ACHIEVEMENT, ACCULTURATION, ANGLO AMERICANS, CULTURAL DIFFERENCES, CULTURAL FACTORS, ECONOMICALLY DISADVANTAGED, ECONOMIC DISADVANTAGEMENT, ECONOMIC OPPORTUNITIES, EMPLOYMENT PROGRAMS, EQUAL OPPORTUNITIES (JOBS), ETHNIC GROUPS, FAMILY CHARACTERISTICS, LANGUAGE, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MEXICAN AMERICANS, NEGROES, POLICY FORMATION, SOCIAL CHARACTERISTICS, SOCIOECONOMIC INFLUENCES, SPANISH CULTURE, CHICANOS
PUBLIC POLICY HAS RECOGNIZED THE NEED TO DEVELOP SELECTIVE PROGRAMS THAT ZERO IN ON THE NEEDS OF SPECIFIC RACIAL SUBGROUPS (ESPECIALLY THOSE CHICANOS, CUBANS, AND PUERTO RICANS OF MIXED RACIAL BACKGROUNDS). HOWEVER, ENTERING THE 1970S, THE STRATEGY OF APPROACHING

(CONT.)

2255 SOCIAL PROBLEMS IN TERMS OF THEIR IMPACT UPON SUBGROUPS HAS BEEN POLITICALLY ATTACKED AS BEING NATIONALLY DIVISIVE. YET IT REMAINS HIGHLY DOUBTFUL THAT PUBLIC POLICIES DESIGNED TO ENHANCE THE EARNING POWER OF INDIVIDUALS (I.E., MANPOWER PROGRAMS FOCUSING ON THE QUANTITATIVE DIMENSIONS OF LABOR SUPPLY AS OPPOSED TO FISCAL AND MONETARY POLICIES FOCUSING ON THE QUANTITATIVE DIMENSIONS OF LABOR DEMAND) CAN FUNCTION SUCCESSFULLY UNDER ANY OTHER ECONOMIC MANDATE. THE THESIS THAT RACIAL SUBGROUPS REQUIRE SPECIAL ATTENTION IMPLIES THAT THERE IS A DIFFERENTIAL IN THE ECONOMIC EXPERIENCE BETWEEN THE VARIOUS SUBGROUPS. THESE UNEQUAL RESULTS ARE DUE EITHER TO BARRIERS PRESENTED BY THE OPERATIONS OF SOCIETYS INSTITUTIONS OR TO CULTURAL AND SOCIAL CHARACTERISTICS OF THE SUBGROUP WHICH RESTRICT EASY ASSIMILATION INTO THE LARGER SOCIETY. THIS PAPER EXPLORES SOME OF THE EFFECTS THAT SELECTIVE CULTURAL AND SOCIAL CHARACTERISTICS (I.E., INCIDENCE OF POVERTY, EDUCATIONAL ATTAINMENT, FAMILY CHARACTERISTICS, LANGUAGE) OF CHICANOS MAY EXERT UPON THE NEED FOR EFFECTIVE MANPOWER POLICIES. IT IS POSITED THAT THERE IS A DEFINITE NEED FOR FRAGMENTED POLICY MEASURES IF ASSURANCES OF EQUAL ECONOMIC OPPORTUNITIES ARE TO BE PROVIDED TO ALL INDIVIDUALS IN ALL RACIAL SUBGROUPS. (AUTHOR/NQ)
ERIC: ED130808

2256 IMPLICATIONS OF RECENT RESEARCH ON OCCUPATIONAL AND EDUCATIONAL AMBITIONS OF DISADVANTAGED RURAL YOUTH FOR VOCATIONAL EDUCATION. JUL 70
KUVLESKY, WILLIAM P.
NORTH CAROLINA UNIV., RALEIGH. N.C. STATE UNIV. CENTER FOR OCCUPATIONAL EDUCATION. DIVISION OF VOCATIONAL AND TECHNICAL EDUCATION, BAVT.: OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-2-7-070348-2698
NOTES: 23P.: PAPER PRESENTED AT INSTITUTE 4 EXPANDING VOCATIONAL EDUCATION CURRICULUMS TO MEET THE NEEDS OF DISADVANTAGED YOUTH AND ADULTS IN RURAL AREAS (MISSISSIPPI STATE UNIVERSITY, JULY, 1970)
ACADEMIC ASPIRATION, CURRICULUM EVALUATION, DISADVANTAGED YOUTH, EDUCATIONAL IMPROVEMENT, EDUCATIONAL RESEARCH, OCCUPATIONAL ASPIRATION, RURAL YOUTH, SOCIOLOGY, VOCATIONAL COUNSELING
THE PAPER REPRESENTS A CONTINUING EFFORT AT CORRECTING MISLEADING MYTHS ABOUT THE ASPIRATIONS AND EXPECTATIONS OF DISADVANTAGED RURAL YOUTH. USELESS OR HARMFUL POLICIES AND PROGRAMS MAY RESULT FROM THE FOLLOWING ERRONEOUS ASSUMPTIONS (1) THAT RURAL YOUTH HAVE LOW LEVEL ASPIRATIONS FOR ATTAINMENT: (2) THAT DISADVANTAGED YOUTH HAVE LOW LEVEL ACHIEVEMENT ASPIRATIONS: (3) THAT ASPIRATIONS AND EXPECTATIONS BECOME MORE REALISTIC WITH TIME: (4) THAT ASPIRATIONS IMPORTANTLY INFLUENCE ACTUAL STATUS ATTAINMENT. EARLY EVIDENCE ON THE DYNAMICS OF ASPIRATIONS AND EXPECTATIONS IS LIMITED TO A VERY NARROW AGE RANGE, AND ALMOST NOTHING EXISTS TO DEMONSTRATE HOW THESE PHENOMENA CHANGE THROUGH EARLY ADULTHOOD AND LATER IN LIFE. THE IMPORTANT CONCLUSION THAT CAN BE REACHED FROM EXISTING RESEARCH ON STATUS PROJECTIONS OF RURAL YOUTH IS THAT THEY ARE PROJECTING, FOR THE MOST PART, A MIDDLE-CLASS LIFE STYLE. MOST DISADVANTAGED RURAL YOUTH DESIRE AND EXPECT A COLLEGE EDUCATION, WHITE-COLLAR JOBS, AND HIGH PRESTIGE. ED 029 748 AND ED 034 632 PROVIDE COMPREHENSIVE SUGGESTIONS FOR IMPROVING COUNSELING AND VOCATIONAL OPPORTUNITIES FOR RURAL YOUTH. (EJ)
ERIC: ED041692

2257 THE IMPLICATIONS OF SEARCH UNEMPLOYMENT FOR LABOR MARKET BEHAVIOR AND THE PHILLIPS CURVE 10 JAN 74
MCGLOM, GEOFFREY R. H.
YALE UNIV., NEW HAVEN, CONN.
CONTRACT NO. DL-91-09-71-42
NOTES: FINAL REPT. 144P
MANPOWER, UNEMPLOYMENT, PHILLIPS CURVES, OMPER
THIS REPORT ANALYZES HOW UNEMPLOYED WORKERS SEARCH FOR HIGH PAYING JOBS IN AN ENVIRONMENT OF UNCERTAINTY AND HETEROGENEITY. FROM THIS MODEL WE ARE ABLE TO EXPLAIN SOME UNEMPLYMENT AS AN EQUILIBRIUM PHENOMENON. EQUILIBRIUM UNEMPLOYMENT IS AN INVESTMENT OF FOREGONE PRESENT INCOME WHICH YIELDS HIGHER INCOME IN THE FUTURE. THE EQUILIBRIUM ASPECT OF UNEMPLOYMENT HAS IMPORTANT POLICY IMPLICATIONS. IN THE REPORT WE SHOW THAT FOR CERTAIN CHANGES IN LABOR MARKET CONDITIONS A WORKERS EXPECTED DISCOUNTED UTILITY OF INCOME AND LEISURE MAY RISE, AS WELL AS HIS EXPECTED DURATION OF UNEMPLOYMENT. FINALLY, WITH SIMPLIFIED MODELS OF DEMAND AND SUPPLY BEHAVIOR WE ANALYZE THE CONCEPT OF LABOR MARKET EQUILIBRIUM IN AN ENVIRONMENT OF UNCERTAINTY AND HETEROGENEITY. WE SHOW HOW THE DISTRIBUTIONS OF THE WORKERS ACCEPTANCE WAGES AND FIRMS WAGE OFFERS INTERACT TO DETERMINE LABOR MARKET EQUILIBRIUM. FROM THIS ANALYSIS WE ARE ABLE TO INFER CERTAIN PROPERTIES OF THE LONG-RUN TRADEOFF BETWEEN UNEMPLOYMENT AND INFLATION. THE LONG-RUN PHILLIPS CURVE PREDICTED BY THE NATURAL RATE OF UNEMPLOYMENT HYPOTHESIS APPEARS TO BE A SPECIAL CASE OF OUR ANALYSIS. INDEED IT APPEARS THAT THE SLOPE OF THE LONG-RUN PHILLIPS CURVE COULD IN SOME CASES BE NEGATIVE.
NTIS: PB-229 426/3 NTIS PRICES PC$4.75/MF$1.45

2258 THE IMPLICATIONS OF SOCIAL AND ECONOMIC CHANGES FOR EDUCATIONAL POLICY IN THE NEXT TWO DECADES-- A PILOT STUDY. WORKING PAPERS. OCT 68
NATIONAL PLANNING ASSOCIATION, WASHINGTON, D.C. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-1-7-070990-4254
NOTES: 622P.
ECONOMICALLY DISADVANTAGED, ECONOMIC CHANGE, EDUCATIONAL CHANGE, EDUCATIONAL PLANNING, EDUCATIONAL POLICY, INSTRUCTIONAL TECHNOLOGY, LOW INCOME GROUPS, MANPOWER NEEDS, NEGRO

(CONT.)

2258 EDUCATION, OCCUPATIONAL SURVEYS, SOCIAL CHANGE, SOCIOECONOMIC INFLUENCES, SYSTEMS APPROACH, URBAN EDUCATION, VOCATIONAL EDUCATION
SIX WORKING PAPERS WRITTEN AS PART OF THE NATIONAL PLANNING ASSOCIATIONS PILOT STUDY OF THE IMPLICATIONS OF ECONOMIC AND SOCIAL CHANGE FOR EDUCATIONAL POLICY IN THE 1970S AND 1980S MAKE UP THIS VOLUME. ATTENTION IS DIRECTED TOWARD CURRENT AND FUTURE SOCIAL AND ECONOMIC CHALLENGES TO EDUCATION AND THE POTENTIAL RESPONSES OF THE EDUCATIONAL SYSTEM TO THESE CHALLENGES. THE TITLES OF THE WORKING PAPERS ARE (1) EDUCATION IN LOW-INCOME AREAS DURING THE NEXT TWO DECADES, (2) THE SYSTEMS APPROACH TO EDUCATIONAL SYSTEMS PLANNING, (3) CHANGES IN EDUCATIONAL TECHNOLOGY AND THEIR IMPLICATIONS FOR EDUCATION IN THE NEXT TWO DECADES, (4) ECONOMIC CHANGES, MANPOWER REQUIREMENTS, AND THEIR IMPLICATIONS FOR EDUCATIONAL POLICY IN THE NEXT TWO DECADES, (5) EDUCATIONAL CHANGE FOR MANPOWER DEVELOPMENT, AND (6) THE SOCIAL BASES FOR THE EDUCATION OF THE NEGRO AMERICAN URBAN POOR DURING THE NEXT TWO DECADES. A RELATED DOCUMENT IS EA 002 044. (TT)
ERIC: ED027612

2259 THE IMPORTANCE OF SOCIAL DIVERSITY 1976
MACLEOD, J.S.
THE PERSONNEL ADMINISTRATOR, VOL.21, NO.7, OCT 1976, P. 20-23.
CAREER DEVELOPMENT, CORPORATE BEHAVIOR, CORPORATE SOCIAL RESPONSIBILITY, EMPLOYEE BENEFITS, EMPLOYMENT POLICY, HUMAN RESOURCE DEVELOPMENT, JOB ADVANCEMENT, JOB PERFORMANCE, JOB TRAINING, LABOR FORCE, MANAGEMENT, PROFITABILITY, RECRUITMENT, SOCIAL CHANGE, SOCIAL ISSUES, WOMEN IN BUSINESS
INCLUSIONARY PHILOSOPHY INCLUDES TRYING PROGRAMS TO OPEN WORKFORCE AT ALL LEVELS AND IN ALL FUNCTIONS, RESULTING IN TANGIBLE AND INTANGIBLE BENEFITS TO THE COMPANY AS IT MOVES AHEAD OF SOCIAL CHANGE.
MGMT: PA076J0020

2260 IMPROVE THEIR PRODUCTIVITY 1975
RICE, R.S.
INDUSTRIAL ENGINEERING, VOL.7, NO.9, SEPT 1975, P. 20-22.
INVENTORY MANAGEMENT, LABOR SAVING MACHINERY, PRODUCTION, PRODUCTIVITY
INDUSTRIAL TRUCKS PRODUCTIVITY DIRECTLY AFFECTS THE PRODUCTIVITY OF ALL WORKERS. CHOOSING AND PLANNING FOR THE PROPER TRUCK CAN AVOID THIS PROBLEM.
MGMT: IEN75I0020

2261 IMPROVEMENT OF OCCUPATIONAL EDUCATION IN THE FEDERAL BUREAU OF PRISONS AN ASSESSMENT OF THE COMPARATIVE EFFECTIVENESS OF OCCUPATIONAL EDUCATION DELIVERY SYSTEMS IN SIX INSTITUTIONS OF THE FEDERAL BUREAU OF PRISONS. PHASE I. MAR 76
CRONIN, F. PATRICK;AND OTHERS
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL EDUCATION. DEPARTMENT OF JUSTICE, WASHINGTON, D.C. FEDERAL PRISON INDUSTRIES, INC.
NOTES: 201P.
DELIVERY SYSTEMS, CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, COMPARATIVE ANALYSIS, CORRECTIONAL EDUCATION, COMMUNITY RESOURCES, VOCATIONAL REHABILITATION, COST EFFECTIVENESS, TEACHER QUALIFICATIONS, STUDENT REACTION, PROGRAM EFFECTIVENESS
AT THE REQUEST OF THE FEDERAL BUREAU OF PRISONS (FBP), THE CENTER FOR VOCATIONAL EDUCATION ASSESSED THE COMPARATIVE EFFECTIVENESS OF A VARIETY OF APPROACHES FOR DELIVERING OCCUPATIONAL EDUCATION. THIS DOCUMENT IS A REPORT OF THE RESEARCH ACTIVITIES, FINDINGS, AND RECOMMENDATIONS OF THAT EFFORT. STRUCTURED PERSONNEL INTERVIEWS FOCUSING ON COST EFFECTIVENESS, STUDENT SATISFACTION, TEACHER PERFORMANCE, SCOPE AND VARIETY OF PROGRAMMING, AND PROGRAM FLEXIBILITY WERE CONDUCTED WITH INSTITUTIONAL ADMINISTRATION AND OCCUPATIONAL EDUCATION STAFF AND STUDENTS AT SIX INSTITUTIONS. MAJOR FINDINGS INDICATE THAT (1) PROGRAMS WERE NOT NECESSARILY MORE COST EFFECTIVE THAN CIVIL SERVICE PROGRAMS; (2) PROGRAMS ESTABLISHED UNDER CONTRACTUAL AGREEMENT WERE MORE ADAPTIVE TO CHANGES IN THE LABOR MARKET AND STUDENT INTEREST THAN CIVIL SERVICE PROGRAMS; (3) STUDENT SATISFACTION DID NOT APPEAR TO BE DEPENDENT UPON TYPE OF DELIVERY SYSTEM; (4) INSTRUCTIONAL PREPARATION WAS SATISFACTORY ACROSS ALL DELIVERY SYSTEMS; AND (5) CURRENT FBP PROGRAMMING IS LIMITED IN SCOPE AND VARIETY. RECOMMENDATIONS INCLUDE FBP UTILIZATION OF COMMUNITY-BASED RESOURCE SYSTEMS, THAT CIVIL SERVICE ON-THE-JOB TRAINING BE REPLACED WITH COOPERATIVE EDUCATION PROGRAMS, AND THAT STUDY RELEASE TIME BE PURSUED AT EVERY OPPORTUNITY. APPENDIXES (80 PAGES) INCLUDE THE RESEARCH APPROACH, STAFF DEVELOPMENT NEEDS, AND SURVEY INSTRUMENTS. (AUTHOR/KJ)
AIM/ARM: VT103142

2262 IMPROVEMENT OF OCCUPATIONAL EDUCATION IN THE FEDERAL BUREAU OF PRISONS. PHASE II. REGIONAL WORKSHOPS. JUN 76
CRONIN, F. PATRICK;AND OTHERS
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL EDUCATION. BUREAU OF PRISONS (DEPT. OF JUSTICE), WASHINGTON, D.C. FEDERAL PRISON INDUSTRIES, INC.
CONTRACT NO. 1-PI-2331
NOTES: 67P.
WORKSHOPS, INSERVICE EDUCATION, VOCATIONAL EDUCATION, CORRECTIONAL EDUCATION, VOCATIONAL REHABILITATION, INSTITUTIONAL PERSONNEL, PROGRAM EVALUATION, PROGRAM DESCRIPTIONS
DESCRIBED IN THIS REPORT ARE PHASE II ACTIVITIES OF A PROJECT TO IMPROVE OCCUPATIONAL EDUCATION PROGRAMS IN CORRECTIVE INSTITUTIONS. FIVE WORKSHOPS WERE CONDUCTED FOR 106 SELECTED PARTICIPANTS WITH RESPONSIBILITY FOR THE DELIVERY OF OCCUPATIONAL EDUCATION IN THE BUREAU OF PRISONS (BOP). SPECIFIC OBJECTIVES WERE TO PROVIDE A FORUM OF DISCUSSION OF PHASE I FINDINGS INVOLVING THE COMPARATIVE EFFECTIVENESS OF VARIOUS DELIVERY PROGRAMS

(CONT.)
2252 AND TO PROVIDE STAFF DEVELOPMENT TRAINING. THE REPORT DESCRIBES THE DEVELOPMENT OF THE WORKSHOP CURRICULUM SELECTION OF PARTICIPANTS, AND THE WORKSHOP EVALUATION PROCEDURES. EVALUATION WAS BY DAILY PARTICIPANT QUESTIONNAIRE AND BY A FINAL PARTICIPANT EVALUATION FOCUSED ON WORKSHOP OBJECTIVES AND PARTICIPANT ATTITUDES. RESULTS ARE PRESENTED AS MEAN RATINGS OF FINAL EVALUATION ITEMS FOR EACH WORKSHOP SITE AND ACROSS SITES TO SHOW REGIONAL AND TOTAL IMPACT. OVERALL RESULTS INDICATED THAT WORKSHOP OBJECTIVES AND EXPECTATIONS WERE MET AND THAT PARTICIPANTS VIEWED THE PROCEEDINGS VERY FAVORABLY. APPENDIXES CONSIST OF WORKSHOP AGENDA, PARTICIPANT LISTS, BOP VOCATIONAL EDUCATION COURSE LISTINGS, EVALUATION FORMS, AND DAILY EVALUATION RESULTS. (NJ)
AIM/ARM: VT103543

2253 IMPROVING APPRENTICESHIP A PILOT STUDY OF EMPLOYER AND UNION REACTIONS TO FOREIGN TRAINING PRACTICES. AUG 73
ROOMKIN, MYRON
CHICAGO UNIV., ILL. GRADUATE SCHOOL OF BUSINESS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 118P.
APPRENTICESHIPS, CHANGING ATTITUDES, EMPLOYER ATTITUDES, EMPLOYER EMPLOYEE RELATIONSHIP, FOREIGN COUNTRIES, INDUSTRIAL EDUCATION, INDUSTRIAL TRAINING, LABOR UNIONS, PILOT PROJECTS, QUESTIONNAIRES, SURVEYS, UNION MEMBERS, WAGES
THE STUDY INVESTIGATES ON A PILOT BASIS EMPLOYER AND UNION REACTIONS TO SELECTED FOREIGN-INSPIRED CHANGES IN THE AMERICAN APPRENTICESHIP SYSTEM. RECENT DEVELOPMENTS IN EUROPEAN APPRENTICESHIP ARE REVIEWED, AND POSSIBLE POLICIES BASED ON THESE FOREIGN DEVELOPMENTS ARE PROPOSED. THE REACTIONS OF EMPLOYERS TO THESE POLICIES ARE ASSESSED THROUGH A MAIL QUESTIONNAIRE SENT TO FIRMS LOCATED IN THE CHICAGO AREA. UNION REACTIONS ARE GLEANED FROM PERSONAL INTERVIEWS WITH LOCAL UNION OFFICIALS IN THE SAME LOCATION. THE STUDY RECOMMENDS THE ESTABLISHMENT OF AN EXPERIMENTAL APPRENTICE WAGE SUBSIDY PROGRAM AND THE EXPANSION OF ADVISORY ASSISTANCE TO THE OPERATORS OF APPRENTICESHIP PROGRAMS. (AUTHOR)
ERIC: ED085574 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-222 330, MF $1.45, HC $4.25)

2254 IMPROVING EFFICIENCY ONE WAY... OR ANOTHER 1975
SMITH, P.: FITCH, D.
INDUSTRIAL MANAGEMENT, NOV 1975, P. 14-15.
COST EFFECTIVENESS, EFFICIENCY, JOB PERFORMANCE, MANAGEMENT, PARTICIPATIVE MANAGEMENT, PRODUCTION, PRODUCTIVITY, SCHEDULING, TRAINING AND DEVELOPMENT, WHITE COLLAR WORKER
ONE METHOD USED TO CUT LABOR COSTS HAS EVOLVED FROM WORK- MEASUREMENT STUDIES IN THE FORM OF SHORT INTERVAL SCHEDULING, BY WHICH WORK IS ISSUED IN A QUANTITY THAT CAN BE FINISHED IN A PREDETERMINED TIME. IMPROVEMENTS POSSIBLE WHITE-COLLAR EFFICIENCY BY PARTICIPATION IN DETERMINING WORK PROCEDURES AND PERFORMANCE RATINGS.
MGMT: INM75K0014

2255 IMPROVING EMPLOYMENT POSSIBILITIES FOR FEMALE BLACK TEENAGERS IN NEW YORK CITY. FINAL REPORT. MAY 76
LEWIS, HYLAN: AND OTHERS
METROPOLITAN APPLIED RESEARCH CENTER, INC., NEW YORK, N.Y.: NORTHSIDE CENTER FOR CHILD DEVELOPMENT, NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. 42-36-73-03
NOTES: 262P.
AGE, CAREER CHOICE, ECONOMIC RESEARCH, EMPLOYMENT, EMPLOYMENT POTENTIAL, EXPECTATION, FEMALES, MANPOWER DEVELOPMENT, MOTIVATION, NEGRO ATTITUDES, NEGROES, ORIENTATION, PEER COUNSELING, PEER GROUPS, PEER RELATIONSHIP, RACE, SEX (CHARACTERISTICS), TEENAGERS, UNEMPLOYED, UNEMPLOYMENT, VOCATIONAL COUNSELING, WORK ATTITUDES, NEW YORK (NEW YORK)
A PROJECT TESTED THE EFFECT OF SPONSORED PEER GROUP INTERACTION AND SUPPORTS ON THE JOB BEHAVIOR AND ORIENTATION TO WORK OF YOUNG BLACK WOMEN IN NEW YORK CITY. PEER GROUP AIDES AND STAFF OF THE CAREERS PROJECT AT NORTHSIDE CENTER FOR CHILD DEVELOPMENT WORKED WITH A CONTROL GROUP TO FACILITATE PREPARATION FOR EMPLOYMENT. ANALYSIS SHOWS THAT PRACTICALLY EVERY MEMBER OF THE EXPERIMENTAL CONTROL GROUP HELD A JOB AT SOME POINT DURING THE PROGRAM AS COMPARED WITH SLIGHTLY MORE THAN ONE-THIRD OF THE CONTROL GROUP. WHETHER THE YOUNG WOMEN WERE IN SCHOOL OR OUT OF SCHOOL, AND HAD LOOKED FOR A JOB OR HAD NOT LOOKED FOR A JOB MADE DIFFERENCES IN THEIR VIEW OF JOB POSSIBILITIES AND OF EDUCATION. THE PEER GROUP MECHANISM SEEMED EFFECTIVE IN DEALING WITH SOME ASPECTS OF THE INTERPLAY AMONG RACE, SEX, AND AGE IN WORK BEHAVIOR AND EXPECTATIONS. (AUTHOR/WL)
ERIC: ED130032

2256 IMPROVING PRODUCTIVITY: WAYS TO GET PEOPLE STARTED 1976
DOSS, C.E.
SUPERVISORY MANAGEMENT, VOL.21, NO.3, MARCH 1976, P. 2-6.
HUMAN RESOURCE DEVELOPMENT, JOB MOTIVATION, JOB PERFORMANCE, PARTICIPATIVE MANAGEMENT, PRODUCTIVITY, RESISTANCE TO CHANGE, TRAINING AND DEVELOPMENT
TO IMPROVE PRODUCTIVITY ONE MUST CONSIDER POTENTIAL EFFECTS ON EMPLOYEES. SOME USEFUL APPROACHES: (1) MAKE DIAGNOSIS OF ON-THE-JOB PROBLEMS (2) TRAINING (3) INVOLVE SUBORDINATES (4) MAKE USE OF PERFORMANCE APPRAISALS AND OBJECTIVES.
MGMT: SPM76C0002

2267 IMPROVING THE ENVIRONMENT W 1973
MORRIS, SAMUEL C.
ILLINOIS CAREER EDUCATION JOURNAL:30:2:29-33
CAREER OPPORTUNITIES, EMPLOYMENT OPPORTUNITIES, ENVIRONMENTAL EDUCATION, MANPOWER NEEDS, OCCUPATIONAL CLUSTERS, OCCUPATIONAL SURVEYS
EDUCATION FOR CAREERS IN ENVIRONMENTAL QUALITY. (EDITOR)
ERIC: EJ073641

2268 IMPROVING THE QUALITY OF WORK LIFE GROUP AND INTERGROUP DESIGN JUN 75
ALDERFER, CLAYTON P.
ALDERFER (CLAYTON P.), BETHANY, CONN. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. L-74-88
NOTES: FINAL REPT. JAN 74-JUN 75 108P
JOB SATISFACTION, QUALITY OF LIFE, GROUP DYNAMICS, QUALITY OF WORKLIFE, NTISLABASP
MANY APPROACHES TO GROUP BEHAVIOR IN ORGANIZATIONS FAIL TO GIVE AN ADEQUATE ACCOUNT OF INTERGROUP DYNAMICS BY FOCUSING ALMOST EXCLUSIVELY ON INTERGROUP PROCESSES. THIS REPORT PROVIDES A DEFINITION OF THE HUMAN GROUP WHICH GIVES MORE ATTENTION TO INTERGROUP RELATIONS THAN MOST PREVIOUS CONCEPTS OF GROUP BEHAVIOR. SEVERAL CLASSICAL STUDIES OF GROUP BEHAVIOR ARE EXAMINED TO DETECT HOW THE ORIGINAL INVESTIGATORS DEALT WITH INTERGROUP DYNAMICS, AND A SERIES OF CLASSICAL PROPOSITIONS EXPLAINING THE NATURE OF INTERGROUP CONFLICT ARE OUTLINED. A SERIES OF SPECIFIC (GENERATIONAL, SEX, ETHNIC) INTERGROUPS WITHIN ORGANIZATIONS ARE DEFINED AND DESCRIBED.
NTIS: PB-255 046/5ST NTIS PRICES PC$5.50/MF$3.00

2269 IMPROVING THE QUALITY OF WORKLIFE...AND IN THE PROCESS, IMPROVING PRODUCTIVITY A SUMMARY OF CONCEPTS, PROCEDURES AND PROBLEMS, WITH CASE HISTORIES. OCT 73
GLASER, EDWARD M.
HUMAN INTERACTION RESEARCH INST., LOS ANGELES, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 271P.
EMPLOYEE ATTITUDES, EMPLOYER EMPLOYEE RELATIONSHIP, FRINGE BENEFITS, HUMAN ENGINEERING, INDUSTRIAL PERSONNEL, INDUSTRIAL RELATIONS, JOB SATISFACTION, LABOR UNIONS, MORALE, MOTIVATION, ORGANIZATIONAL CLIMATE, ORGANIZATIONAL DEVELOPMENT, PERSONNEL MANAGEMENT, PERSONNEL POLICY, PRODUCTIVITY, VOCATIONAL ADJUSTMENT, WORK ATTITUDES, WORK ENVIRONMENT
ADDRESSES THE COMPLEX SOCIOECONOMIC PROBLEM OF IMPROVING THE QUALITY OF WORKLIFE AND, IN THE PROCESS, IMPROVING PRODUCTIVITY. FOCUSES ON WAYS TO PROVIDE A WORK CLIMATE THAT WILL STIMULATE PLEASURABLE EGO-INVOLVEMENT IN THE JOB, THEREBY BRINGING ABOUT INCREASED PRODUCTIVITY AS A LIKELY BY-PRODUCT. EXPLORES A NUMBER OF ATTEMPTS TO IMPROVE THE QUALITY OF WORKLIFE--AMONG THEM JOB REDESIGN, PARTICIPATIVE MANAGEMENT, AND COSTSAVING SHARING. PRESENTS CASE HISTORIES ILLUSTRATING SUCCESSFUL EXPERIENCES, FOLLOWED BY THE AUTHORS COMMENTS HIGHLIGHTING POSSIBLE APPLICATION TO OTHER COMPANIES. REVIEWS POTENTIAL PROBLEMS AND PITFALLS ATTENDANT UPON WORK IMPROVEMENT PROGRAMS. PRESENTS A SERIES OF GUIDELINES FOR INTRODUCING A QUALITY OF WORK PROGRAM, BASED ON GENERALIZATIONS FROM THE ABOVE AND FROM WORKS OF REPUTABLE AUTHORITIES, FOLLOWED BY AN INDEPENDENT SET OF GUIDELINES AND RECOMMENDATIONS ADVANCED BY THE AUTHOR. APPENDIXES INCLUDE AN OUTLINE OF AN EVALUATION PROCEDURE AND A PROPOSED SUPERVISORY TRAINING WORKSHOP ON IMPROVING THE QUALITY OF WORKLIFE. (AUTHOR)
ERIC: ED084361 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151

2270 IMPROVING THE RETENTION RATE OF INDENTURED APPRENTICES PLACED BY APPRENTICESHIP OUTREACH PROGRAMS. MAY 73
GERRYCK, DENNIS A.
BRANDEIS UNIV., WALTHAM, MASS. FLORENCE HELLER GRADUATE SCHOOL FOR ADVANCED STUDIES IN SOCIAL WELFARE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 188P.
APPRENTICESHIPS, CONSTRUCTION INDUSTRY, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, EQUAL OPPORTUNITIES (JOBS), FEDERAL LEGISLATION, INDUSTRIAL RELATIONS, JOB TENURE, MANPOWER UTILIZATION, MINORITY GROUPS, RACIAL DISCRIMINATION, SKILLED WORKERS, APPRENTICESHIP OUTREACH PROGRAM
THE STUDY EXAMINES THE RETENTION PROBLEMS OF MINORITY APPRENTICES IN THE CONSTRUCTION INDUSTRY. IT EXAMINES PERSONAL CHARACTERISTICS, FACTORS INTERNAL TO THE JOB, FACTORS EXTERNAL TO JOB, AND THEIR EFFECTS UPON RETENTION IN FOUR CITIES DENVER, CLEVELAND, DALLAS, AND PHILADELPHIA. A BRIEF ACCOUNT OF THE LABOR MARKET EXPERIENCES OF INACTIVE APPRENTICES IS ALSO INCLUDED. CUSTOMS AND TRADITION WITHIN THE INDUSTRY, DISCRIMINATION BECAUSE OF RACE, AND ON THE JOB PROBLEMS ARE NOTED AS PRINCIPAL FACTORS AFFECTING MINORITY RETENTION. FEDERAL ANTIDISCRIMINATION LAWS ARE DISCUSSED AND RECOMMENDATIONS ARE MADE. (NTIS)
ERIC: ED090896 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-221 245/4, MC $3.00 MF $1.45)

2271 IMPROVING THE UTILIZATION OF HEALTH MANPOWER. JUN 74
GOLDSTEIN, HAROLD M.:AND OTHERS
NORTHEASTERN UNIV., BOSTON, MASS. CENTER FOR MEDICAL MANPOWER STUDIES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 530P.: SOME OF THE APPENDIX MATERIALS ARE MARGINALLY REPRODUCIBLE
EMPLOYMENT POTENTIAL, EMPLOYMENT PRACTICES, HEALTH OCCUPATIONS, HEALTH PERSONNEL, HEALTH SERVICES, HOSPITAL PERSONNEL, HOSPITALS, JOB ANALYSIS, JOB DEVELOPMENT, MANPOWER

(CONT.)

2271 DEVELOPMENT, MANPOWER UTILIZATION, MEDICAL SERVICES, OCCUPATIONAL INFORMATION, QUESTIONNAIRES, RESEARCH PROJECTS, SKILLED WORKERS, TABLES (DATA)
THE GENERAL OBJECTIVES OF THE STUDY WERE TO DETERMINE WHETHER ONE CAN MOTIVATE USERS OF HEALTH PERSONNEL, SUCH AS HOSPITALS, TO MODIFY THEIR HIRING-IN-REQUIREMENTS TO THE ACTUAL NEEDS OF THE JOB, TO RESTRUCTURE HEALTH OCCUPATIONAL SKILLS, AND TO DEVELOP INSERVICE TRAINING PROGRAMS WHICH PERMIT UPWARD JOB MOBILITY. FIVE HOSPITALS, REPRESENTING A VARIETY OF TYPES, COOPERATED IN THE STUDY. THE RESEARCH DESIGN INCLUDED A PRIMARY CARE QUESTIONNAIRE, VISITS TO THE HOSPITALS, ANALYSIS OF STANDARDS, INTERVIEWS, AND RECOMMENDATIONS. DATA IS TABULATED AND FINDINGS SUMMARIZED. THE SUMMARIES REINFORCE EARLIER FINDINGS IN THAT THE MORE SKILLED PROFESSIONAL (I.E., THE RN AND LPN) SPENDS LARGE AMOUNTS OF TIME ON TASKS WHICH REQUIRE VERY LITTLE SKILL, WHILE PERSONS IN ENTRY-LEVEL OCCUPATIONS IN FACT PERFORM SOME OF THE MORE SOPHISTICATED FUNCTIONS. RESEARCH FINDINGS RELATED TO MARGINAL MEDICAL FUNCTIONS AND HEALTH MANPOWER EMPLOYMENT ARE DISCUSSED. THE PROGRESS OF THE GENERAL WORK OF THE CENTER FOR MEDICAL MANPOWER STUDIES REPORTED ON, AND FUTURE PLANS PRESENTED. THE APPENDIX INCLUDES LETTERS, A DESCRIPTION OF THE FIVE PARTICIPATING HOSPITALS, AND A REPRINTED ARTICLE ON THE DUTIES OF THE NURSE PRACTITIONER. (MW)
ERIC: ED099617 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (NO PRICE QUOTED)

2272 IN THE ALGER TRADITION AUG 74
MANPOWER:6:8:30-1
DROPOUTS, REHABILITATION PROGRAMS, PROMOTION (OCCUPATIONAL), DROPOUT PROGRAMS, OCCUPATIONAL ASPIRATION, CAREER CHANGE, EMPLOYMENT LEVEL
MICHAEL SCOTT, STARTING FROM THE BOTTOM AS A DROPOUT AND USING THE JOB CORPS, THE MARINES, THE STATE EMPLOYMENT SERVICE, THE VETERANS ADMINISTRATION, AND THE MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA), HAS MOVED UP FROM TRAINEE AT THE MDTA SKILL CENTER TO OFFICE MANAGER. (SP)
ERIC: EJ102171

2273 IN THE MANNER OF 'OSIE THE RIVETER NOV 75
HARRIS, EDWIN
MANPOWER (SPECIAL ISSUE WOMANPOWER):7:11:26-9
WORKING WOMEN, MANPOWER DEVELOPMENT, EDUCATIONAL PROGRAMS, TRAINING, EQUAL OPPORTUNITIES (JOBS), MANPOWER PROGRAMS, WIN, WORK INCENTIVE PROGRAM
AS A CONSEQUENCE OF THE INCREASING NUMBER OF WOMEN WORKERS, THE MANPOWER ADMINISTRATION HAS STEPPED UP ITS EFFORTS TO SEE THAT WOMEN ARE GETTING EQUAL OPPORTUNITIES IN MANPOWER TRAINING PROGRAMS FOR NONTRADITIONAL JOBS. (AUTHOR/SP)
ERIC: EJ125464

2274 IN-SCHOOL NEIGHBORHOOD YOUTH CORPS. 14/15 YEAR-OLD BLACK TEENAGE GIRL PROJECT, MEMPHIS, TENNESSEE. FINAL REPORT. 31 DEC 73
FOX, ANDREW:AND OTHERS
MEMPHIS CITY SCHOOL SYSTEM, TENN.: SOCIAL SERVICE DELIVERY SYSTEMS, MEMPHIS, TENN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 175P.
ACADEMIC ACHIEVEMENT, ADOLESCENTS, ATTENDANCE RECORDS, FEMALES, JUVENILE COURTS, NEGRO STUDENTS, PEER GROUPS, PERSONALITY ASSESSMENT, PROGRAM EVALUATION, RESEARCH METHODOLOGY, ROLE MODELS, URBAN EDUCATION, WORK EXPERIENCE PROGRAMS, YOUTH PROGRAMS, TENNESSEE
THIS STUDY ANALYZES THE EFFECTS ON 14- AND 15-YEAR-OLD BLACK TEENAGE GIRLS OF ENTERING AND PARTICIPATING IN A SPECIALLY DESIGNED WORK PROGRAM. THE GIRLS WERE PROVIDED WITH SUPPORTS IN THEIR WORK SETTINGS, WELL-DEFINED TASKS, SUPERVISORS AS WELL AS REGULARLY SCHEDULED PEER INTERACTION GROUPS LED BY A YOUNG BLACK WOMAN CONSIDERED TO BE AN APPROPRIATE ROLE MODEL. THE ENTIRE PROCESS OF RECRUITMENT, SELECTION, AND CERTIFICATION WAS CONDUCTED BY THE MEMPHIS IN-SCHOOL NEIGHBORHOOD YOUTH CORPS OFFICE. TWO KINDS OF DATA WERE COLLECTED (1) PERSONALITY ASSESSMENT ON THE EXPERIMENTAL GROUP AND ON THE TWO CONTROL GROUPS, AND (2) EXTERNAL SOURCE DATA, CONSISTING OF SCHOOL GRADES, SCHOOL ABSENCES AND TARDINESS, JUVENILE COURT CONTACTS, KNOWN PREGNANCIES, AND ON-JOB PERFORMANCE EVALUATIONS. THE SELECTED EXPERIMENTAL GROUP WERE GIVEN WORK ASSIGNMENTS AS ASSISTANTS TO TEACHERS AND LEADERS IN AFTERSCHOOL DAY CARE CENTERS IN POVERTY NEIGHBORHOODS. THEY WERE DIRECTED BY JOB SUPERVISORS IN EACH CENTER, AND PARTICIPATED IN REGULAR DISCUSSION-INTERACTION GROUPS. IN BRIEF, THE YOUTH EMPLOYMENT PROGRAM, SUPPORTED BY PEER INTERACTION GROUPS, PRODUCED POSITIVE OUTCOMES FOR THOSE INCLUDED IN IT. AT THE SAME TIME, THOSE WHO WERE NOT INCLUDED IN THE PROGRAM (OR WHO DROPPED OUT) SHOWED NEGATIVE CHANGES IN SCHOOL GRADES AND SELF-CONCEPTS, AS WELL AS AN INCREASED PERCEPTION OF THEMSELVES AS BEING AT THE MERCY OF CHANCE OR LUCK RATHER THAN CONTROLLING THEIR OWN DESTINIES. (AUTHOR/JM)
ERIC: ED096375 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PRICE NOT QUOTED)

2275 IN-SCHOOL YOUTH MANPOWER A GUIDE TO LOCAL STRATEGIES AND METHODS. FINAL REPORT. JUL 73
SYSTEMS RESEARCH INC., LANSING, MICH. DEPARTMENT OF LABOR, WASHINGTON, D.C.
CONTRACT NO. DEC-42-26-72-89-01
NOTES: 83P.
ANCILLARY SERVICES, CAREER PLANNING, JOB SKILLS, MANPOWER UTILIZATION, MODELS, OCCUPATIONAL GUIDANCE, PROGRAM ADMINISTRATION, PROGRAM CONTENT, WORK EXPERIENCE PROGRAMS, YOUTH, NEIGHBORHOOD YOUTH CORPS

(CONT.)

2275 INTENDED FOR USE BY INDIVIDUALS RESPONSIBLE FOR ESTABLISHING AND DIRECTING YOUTH SCHOOL/WORK PROGRAMS, THIS MANUAL PRESENTS THE FOLLOWING TEN FUNCTIONS IMPORTANT IN ANY YOUTH SCHOOL/WORK PROGRAM ENROLLEE ENTRY, ENROLLEE ORIENTATION: EMPLOYER ENTRY: EMPLOYER ORIENTATION: MATCHING AND ALIGNMENT: PROGRAM MONITORING: COUNSELING: SUPPORTIVE SERVICES: PROGRAM ADMINISTRATION: AND COMMUNITY LINKAGES AND PUBLIC RELATIONS. THE MANUAL DISCUSSES EACH FUNCTION IN TERMS OF ACTIVITIES TO UNDERTAKE AND REACHING SPECIFIED OBJECTIVES. THROUGH PRESENTATION OF EIGHT MODELS BASED ON ACTUAL OPERATIONS OF IN-SCHOOL NEIGHBORHOOD YOUTH CORPS PROGRAMS, THE MANUAL EXAMINES THE FOLLOWING EIGHT AREAS OF EMPHASIS SELF-IMAGE DEVELOPMENT, VOCATIONAL SKILLS, ENROLLEE INVOLVEMENT, INCOME MAINTENANCE, COMMUNITY RESPONSIBILITY, ACADEMIC SKILLS, CAREER EXPLORATION AND WORKMANSHIP TRAINING. (AUTHOR/LAA)
ERIC: ED084479 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

2276 INCENTIVE AND DISINCENTIVE TO PARTICIPATION IN THE WORK INCENTIVE PROGRAM. FINAL REPORT. JAN 74
GARVIN, CHARLES D., ED.
CASE WESTERN RESERVE UNIV., CLEVELAND, OHIO. SCHOOL OF APPLIED SOCIAL SCIENCES.: CHICAGO UNIV., ILL. SCHOOL OF SOCIAL SERVICE ADMINISTRATION.: MICHIGAN UNIV., ANN ARBOR. SCHOOL OF SOCIAL WORK. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 203P.
CHILD CARE, EMPLOYMENT PROGRAMS, JOBS, MOTIVATION, OCCUPATIONAL CHOICE, PARTICIPANT CHARACTERISTICS, PHYSICAL HEALTH, TRANSPORTATION, WELFARE RECIPIENTS, WORK ATTITUDES, SOCIAL SECURITY ACT TITLE IV, WIN, WORK INCENTIVE PROGRAMS
INITIALLY THIS REPORT PRESENTS A SUMMARY OF THREE WORK INCENTIVE PROGRAMS (WIN) UNDERTAKEN BY A CONSORTIUM OF SCHOOLS OF SOCIAL WORK AT THE UNIVERSITY OF CHICAGO, UNIVERSITY OF MICHIGAN, AND CASE WESTERN RESERVE UNIVERSITY, DISCUSSING IN DETAIL THE DESIGN, MAJOR FINDINGS, AND RECOMMENDATIONS MADE. THE NEXT TWO CHAPTERS ARE DEVOTED TO DISCUSSIONS OF STUDY QUESTIONS AND DESIGN. MAJOR DEMOGRAPHIC AND SOCIAL CHARACTERISTICS OF WIN PARTICIPANTS, SUCH AS SEX, RACE, AGE, RESIDENCE, MARITAL STATUS, EDUCATION, WELFARE STATUS, AND EMPLOYMENT ARE DESCRIBED. CHAPTERS 5 AND 6 CONTAIN AN ANALYSIS OF INCENTIVE AND DISINCENTIVE FEATURES ASSOCIATED WITH THE PERSONAL CHARACTERISTICS AND LIVING SITUATIONS. THE FOLLOWING THREE CHAPTERS CONSIDER THE EFFECTS OF THE REQUIREMENTS TO PARTICIPATE IN WIN, THE MONETARY INCENTIVE, AND OTHER PROGRAM FEATURES (TRAINING, JOB PLACEMENT). THE NEXT TWO CHAPTERS COMPARE THE INCENTIVE-DISINCENTIVE RESPONSES TO ONE ANOTHER AND IDENTIFY PATTERNS AMONG THE RESPONSES. FINALLY THE DETAILS OF HOW THE WIN PROGRAM EVOLVED AMONG THE STUDY CITIES IS DISCUSSED IN DETAIL. THE WIN INTERVIEW SCHEDULE IS INCLUDED AS AN APPENDIX AND TABULATED RESPONSES TO THE QUESTIONNAIRE ARE USED THROUGHOUT THE DOCUMENT AS THE BASIS FOR THE DISCUSSION. (8P)
ERIC: ED094159 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

2277 INCENTIVES AND DISINCENTIVES IN THE WORK INCENTIVE PROGRAM FINAL REPORT. 15 MAR 76
HOKENSON, EARL:AND OTHERS
INTERSTUDY, MINNEAPOLIS, MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 353P.: PREPARED BY THE WELFARE POLICY DIV.
DISADVANTAGED GROUPS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT POTENTIAL, EMPLOYMENT PROGRAMS, FEMALES, FOLLOWUP STUDIES, INCENTIVE SYSTEMS, MALES, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PARTICIPANT CHARACTERISTICS, PROGRAM EFFECTIVENESS, SOCIOECONOMIC INFLUENCES, STATISTICAL ANALYSIS, SUCCESS FACTORS, TABLES (DATA), WELFARE RECIPIENTS, WORK ATTITUDES, WIN, WORK INCENTIVE PROGRAM
RESEARCH IDENTIFYING THE DIFFERENCES, AND THE RELATIVE IMPORTANCE OF THOSE DIFFERENCES, BETWEEN SUCCESSFUL AND UNSUCCESSFUL PARTICIPANTS IN THE WORK INCENTIVE (WIN) PROGRAM IS PRESENTED IN TERMS OF BOTH SUCCESSFUL EMPLOYMENT AT TERMINATION FROM WIN AND EMPLOYMENT AFTER WIN PARTICIPATION. OVER 800 FORMER AND CURRENT WIN 1 AND 2 PARTICIPANTS IN RAMSEY COUNTY (ST. PAUL), MINNESOTA WERE INTERVIEWED REGARDING THEIR SOCIOECONOMIC AND DEMOGRAPHIC CHARACTERISTICS, ATTITUDES TOWARDS WORK AND WELFARE, AND KNOWLEDGE AND UNDERSTANDING REGARDING PENALTIES AND REWARDS ASSOCIATED WITH WIN AND RELATED AID TO FAMILIES WITH DEPENDENT CHILDREN (AFDC) POLICIES AND PROGRAMS. THE MAIN TEST, 76 PAGES, DESCRIBES THE STUDY AND ITS FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS IN A SUMMARY FASHION FOR THE NONTECHNICAL READER, WITH TWO CHAPTERS AND HIGHLIGHTS. APPENDED MATERIAL, 248 PAGES, PRESENTS COMPREHENSIVE TECHNICAL TREATMENT OF THE STUDY DATA FOR READERS INTERESTED IN A MORE INDEPTH UNDERSTANDING OF THE PROJECT AND ITS FINDINGS, WITH 129 STATISTICAL TABLES INCLUDED. RESULTS INDICATE JOB SUCCESS AT WIN TERMINATION SEEMED TO BEAR A STRONG RELATIONSHIP TO THE EMPLOYMENT SUCCESS OF WIN CLIENTS AT FOLLOWUP: THE WIN PROGRAM SHOULD FOLLOW THROUGH WITH CLIENTS, AS MUCH AS POSSIBLE, TO ACHIEVE SUCCESSFUL TERMINATION BY ASSISTING WITH JOB PLACEMENT. (AUTHOR/LH)
ERIC: ED121990 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161
(NO PRICE GIVEN)

2278 INCENTIVES AND DISINCENTIVES TO PARTICIPATION IN THE WORK INCENTIVE PROGRAM JAN 74
GARVIN, CHARLES D.
MICHIGAN UNIV., ANN ARBOR. SCHOOL OF SOCIAL WORK.
CONTRACT NO. DL-51-15-6303:DL-51-37-24-6910
NOTES: FINAL REPT. 195P
MANPOWER, INCENTIVES, WORK INCENTIVE PROGRAM, DAY CARE, UMTA
THE STUDY EXPLORES THE EFFECTS OF DIFFERENT INCENTIVES AND DISINCENTIVES ON PARTICIPATION IN THE WORK INCENTIVE PROGRAM FOR VARIOUS CATEGORIES OF ENROLLEES. THE

(CONT.)

2278 TYPES OF INCENTIVES-DISINCENTIVES INCLUDED ECONOMIC INCENTIVES, MANDATORY FEATURES, CAREER OBJECTIVES, WIN PROGRAM FEATURES AND ENVIRONMENTAL AND PERSONAL SUPPORTS AND CONSTRAINTS. BECAUSE OF THE TIME FRAME OF THE STUDY, SOME OF THE ENROLEES WERE CHOSEN AND SERVED UNDER THE PROCEDURES OF THE 1967 LEGISLATION: OTHERS UNDER THOSE OF THE 1971 AMENDMENTS. THIS ENABLED SOME COMPARISONS OF THE EFFECTS OF THE TWO PROCEDURES, AT LEAST IN THE EARLY DAYS OF THE 1971 ONES.
NTIS: PB-231 585/1 NTIS PRICES PC$5.50/MF$1.45

2279 THE INCIDENCE OF TRAINING-RELATED JOB PLACEMENT OF DRAPER VOCATIONAL TRAINEES A PRELIMINARY REPORT. JUN 70
GWOZDECKI, JOSEPH:AND OTHERS
REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. DRAPER CORRECTIONAL CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 37P.
CORRECTIONAL EDUCATION, COUNSELORS, DATA COLLECTION, EDUCATIONAL PROGRAMS, INTERACTION, INTERVIEWS, JOB DEVELOPMENT, JOB PLACEMENT, MANPOWER DEVELOPMENT, PROGRAM EVALUATION, REHABILITATION PROGRAMS, STATISTICS, SURVEYS, TRAINEES, TRANSFER OF TRAINING, VOCATIONAL EDUCATION, DRAPER CORRECTIONAL CENTER
A PRELIMINARY SURVEY OF TRAINEES PRE- AND POSTRELEASE INTERACTIONS WITH THE STATE EMPLOYMENT SERVICE (ES) WAS CONDUCTED BY THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS (EMLC) AS PART OF AN OVERALL EVALUATION OF MANPOWER DEVELOPMENT AND TRAINING (MDT) PROGRAM EFFECTIVENESS AT DRAPER CORRECTIONAL CENTER, ELMORE, ALABAMA. MEASURES OF THE NUMBER AND RESULTS OF MDT TRAINEES INTERACTIONS WITH ES OFFICES BEFORE AND AFTER RELEASE FROM PRISON WERE MADE TO DETERMINE THE DEGREE OF EFFECTIVENESS BEING ACHIEVED BY ES PERSONNEL IN SECURING TRAINING-RELATED JOBS FOR MDT TRAINEES. DATA WERE GATHERED FROM FOUR SOURCES (1) THE ES EXTENSION OFFICE RECORDS (AT DRAPER) OF 56 MDT TRAINEES AND AN INTERVIEW WITH THE ES COUNSELOR STATIONED AT DRAPER, (2) RECORDS OF 41 MDT TRAINEES (73% OF THE STUDY GROUP) RELEASED TO THE SERVICE AREAS OF 13 ES FIELD OFFICES LOCATED THROUGHOUT ALABAMA AND INTERVIEWS WITH OFFICE MANAGERS OR RESPONSIBLE PERSONNEL IN THESE OFFICES, (3) POSTRELEASE INTERVIEWS OF 16 MDT TRAINEES WHICH HAD ALREADY BEEN ACCOMPLISHED CONNECTION WITH EMLC OBJECTIVE 3, AND (4) ADDITIONAL TELEPHONE INTERVIEWS WITH 10 OF THOSE 16 MDT TRAINEES. RESULTS SHOWED THAT THE ES DRAPER EXTENSION OFFICE HAD PLACED 18 (32%) OF THE 56 MDT TRAINEES IN TRAINING-RELATED JOBS: 14 (25%) OF THEM REPORTED TO WORK AND 7 (13%) WERE STILL EMPLOYED ON THOSE INITIAL JOBS AT THE TIME OF THE STUDY. THE 13 ES FIELD OFFICES PLACED 5 (12%) OF THE 41 MDT TRAINEES RELEASED TO THEIR AREAS IN TRAINING-RELATED JOBS. (AUTHOR)
ERIC: ED059441

2280 INCLUDING WOMEN IN FORMERLY ALL-MALE SALES TEAMS NOV 75
MONTGOMERY, JAN
TRAINING AND DEVELOPMENT JOURNAL:29:11:22-4,26-7
MANAGEMENT, SALES OCCUPATIONS, FEMALES, GUIDELINES, ORIENTATION, SALES WORKERS, WORKING WOMEN, ORGANIZATIONAL CHANGE, JOB SATISFACTION, BUSINESS RESPONSIBILITY
ERIC: EJ127303

2281 INCOME AND OCCUPATIONAL DIFFERENCES BETWEEN WHITES AND NONWHITES. 69
GWARTNEY, JAMES DAVID
WASHINGTON UNIV., SEATTLE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 176P.; PH. D. DISSERTATION: UNIVERSITY OF WASHINGTON
EDUCATIONAL DISADVANTAGEMENT, EDUCATIONAL DISCRIMINATION, EMPLOYMENT OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), NEGRO EMPLOYMENT, NEGROES, PROMOTION (OCCUPATIONAL), RACIAL DISCRIMINATION, SALARY DIFFERENTIALS
THIS STUDY INVESTIGATES CHANGES IN THE WHITE-NONWHITE INCOME DIFFERENTIAL BETWEEN 1939 AND 1966, ESTIMATES WHAT PART OF THIS DIFFERENTIAL IS DUE TO DIFFERENCES IN PRODUCTIVITY, AND QUANTIFIES DIFFERENCES IN DISCRIMINATION BETWEEN DIFFERENT PARTS OF THE ECONOMY. ALTHOUGH THE MEDIAN INCOME OF NONWHITE URBAN MALES WAS ONLY 58.3 PERCENT OF THAT OF WHITES IN 1959, THE STUDY ESTIMATES THAT BETWEEN TWO-FIFTHS AND TWO-THIRDS OF THE DIFFERENTIAL WAS DUE TO PRODUCTIVITY FACTORS, INCLUDING FEWER YEARS OF EDUCATION, LOWER SCHOLASTIC ACHIEVEMENT, AND OVER-REPRESENTATION OF BLACKS IN THE LOW INCOME SOUTH. DECENNIAL UNITED STATES CENSUS AND ANNUAL CURRENT POPULATION REPORTS DATA WERE USED TO ESTIMATE A RISE IN THE RELATIVE INCOME OF NONWHITES BY MORE THAN 10 PERCENT IN THE 1940S, FOLLOWED BY 17 YEARS OF VIRTUALLY NO CHANGE. U.S. CENSUS DATA FOR 1960 SUGGEST THAT MOST RACIAL DISCRIMINATION HAS BEEN FACED BY SALESMEN, MANAGERS, OFFICIALS, PROPRIETORS, AND SKILLED CRAFTSMEN. (3H)
ERIC: ED050244 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 191 773, MF $0.95; HC $3.00)

2282 THE INCOME DYNAMICS OF THE POOR PROJECT REPORT. 31 JAN 77
LEVY, FRANK:AND OTHERS
CALIFORNIA UNIV., BERKELEY. INST. OF BUSINESS AND ECONOMIC RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. DL-42-06-74-04
NOTES: 417P.; SOME PAGES MAY BE MARGINALLY LEGIBLE DUE TO PRINT QUALITY OF THE ORIGINAL DOCUMENT
ECONOMICALLY DISADVANTAGED, ECONOMICS, FAMILY CHARACTERISTICS, LOW INCOME GROUPS, POVERTY PROGRAMS, POVERTY RESEARCH, WELFARE, WELFARE PROBLEMS, WELFARE RECIPIENTS
THIS REPORT CONTAINS EIGHT PAPERS WHICH SUMMARIZE A TWO-YEAR RESEARCH PROJECT THAT

(CONT.)
2282 EXAMINED THE INCOME DYNAMICS OF POOR FAMILIES. THE EMPIRICAL WORK IS BASED UPON THE NATIONAL LONGITUDINAL SURVEYS OF THE MICHIGAN SURVEY RESEARCH CENTER, A SPECIAL SAMPLE OF 3,000 AID TO FAMILIES WITH DEPENDENT CHILDREN (AFDC) FAMILIES CONDUCTED BY THE AUTHORS, THE 1967 SURVEY OF ECONOMIC OPPORTUNITY, AND THE CENSUS EMPLOYMENT SURVEY. THE AREAS OF INVESTIGATION INCLUDE THE EXTENT TO WHICH PEOPLE MOVE IN AND OUT OF POVERTY AND THE WELFARE SYSTEM OVER TIME AND THE RELATIONSHIP BETWEEN PUBLIC SERVICE JOBS AND THE POVERTY POPULATION. THE PROJECT EXAMINES THE CHARACTERISTICS OF FAMILIES WHICH STAY IN POVERTY OVER LONG PERIODS OF TIME AND LOOKS AT THE FACTORS ASSOCIATED WITH FAMILY TRANSITION FROM DEPENDENCE ON WELFARE. HOW TRANSFER POLICIES AFFECT HOUSEHOLD BEHAVIOR, THE BEST PROCEDURE FOR EVALUATING POVERTY, AND THE EFFECT OF MANPOWER POLICIES ON THE WELFARE OF DISADVANTAGED HOUSEHOLDS ARE ALSO COVERED IN THE REPORT. (AUTHOR/RM)
ERIC: ED143573

2283 INCOME GAINS LOSE MOMENTUM 1976
BUSINESS WEEK, NO.2421, MARCH 1, 1976, P. 71.
AGRICULTURE, EARNINGS, ECONOMICS, FINANCIAL REPORT, INCOME, MANUFACTURING, RECESSION, SALARY ADMINISTRATION, STRIKE, UNEMPLOYMENT, WAGES
IN NOV 1975 PERSONAL INCOME WAS DOWN AFTER A 3 MONTH ADVANCE, FARM INCOME FELL, AND WAGE AND SALARY DISBURSEMENTS DID NOT CHANGE MUCH. SOME MANUFACTURING STATES HAVE RECOVERED SLOWLY SINCE MAY 1975.
MGMT: BWE76C0171

2284 INCOME GUARANTEES AND THE WORKING POOR THE EFFECT OF INCOME MAINTENANCE PROGRAMS ON THE HOURS OF WORK OF MALE FAMILY HEADS. DEC 70
GREENBERG, DAVID H.;KOSTERS, MARVIN
RAND CORP., SANTA MONICA, CALIF. OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 147P.
ECONOMICALLY DISADVANTAGED, ECONOMIC FACTORS, EMPLOYMENT PATTERNS, GUARANTEED INCOME, HEADS OF HOUSEHOLDS, LABOR SUPPLY, MOTIVATION, POVERTY PROGRAMS, POVERTY RESEARCH
AN EMPIRICAL ANALYSIS OF THE EFFECTS OF ALTERNATIVE INCOME MAINTENANCE PROGRAMS, THE SURVEY OF ECONOMIC OPPORTUNITY, WAS USED TO OBTAIN ESTIMATES OF THE LABOR SUPPLY PARAMETERS REQUIRED TO ASSESS THE IMPLICATIONS OF THESE PROGRAMS FOR HOURS OF WORK OF MALE FAMILY HEADS. LABOR SUPPLY RESPONSE TO CHANGES IN THE FAMILY HEADS NET WAGES AND IN FAMILY INCOME, BASED ON DATA FROM A NATIONAL SAMPLE OF 6,000 HOUSEHOLDS, WAS ESTIMATED BY MEASURING THE DIFFERENCES IN ANNUAL HOURS OF LABOR SUPPLIED BY WORKERS WITH DIFFERENT WAGES AND DIFFERENT LEVELS OF NONWAGE INCOME. THESE ESTIMATES WERE USED IN A SIMULATION OF THE COSTS, IMPACT ON INCOMES, AND CHANGES IN WORK PATTERNS THAT COULD RESULT FROM AN EXTENSION TO THE WORKING POOR OF INCOME MAINTENANCE PROGRAMS INCORPORATING NEGATIVE INCOME TAX PRINCIPLES. (9H)
ERIC: [illegible] NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 201 170, MF $.95; SEE CATALOG FOR HARDCOPY PRICE)

2285 INCOME INEQUALITY AND CITY SIZE 1977
LONG, J.E.; RASMUSSEN, D.W.; HAWORTH, C.T.
THE REVIEW OF ECONOMICS AND STATISTICS, VOL.59, NO.2, MAY 1977, P. 244-246, BIBLIOG. 12
CITIES, CORRELATION ANALYSIS, ECONOMICS, EMPLOYMENT, INCOME DISTRIBUTION, MODELING, POVERTY, QUANTITATIVE METHODS, WEALTH
CITY SIZE AND FAMILY INCOME INEQUALITIES ARE POSITIVELY CORRELATED. SINCE FAMILY INEQUALITIES ARE MORE PRONOUNCED THAN MALE WORKER INEQUALITIES, THIS MAY INDICATE THE PREVALANCE OF POOR FEMALE-HEADED FAMILIES IN LARGE CITIES OR THE AVAILABILITY OF JOBS FOR SECOND MEMBERS OF MIDDLE CLASS FAMILIES.
MGMT: RES77E0244

2286 INCOME INEQUALITY; GROWTH IN REGIONAL PERSONAL INCOME AND MANUFACTURING 1974
LIU, B.
AMERICAN STATISTICAL ASSN PROCEEDINGS OF THE BUSINESS AND ECONOMICS STATISTICS SECTION, 1974, P. 456-461, BIBLIOG. 10
ECONOMETRICS, ECONOMICS, EMPLOYMENT POLICY, INCOME, MODELING, PRODUCTION, QUANTITATIVE METHODS, REGRESSION ANALYSIS, STATISTICS
DISAGGREGATE ANALYSIS, APPLIED TO REGIONAL PERSONAL INCOME AND MANUFACTURING ACTIVITY, SHOWS THAT THERE IS A STRONG INTERACTION, WHICH IS ANALYZED, AND RECOMMENDATIONS MADE.
MGMT: AS374S0458

2287 INCOME TAX DEDUCTIONS FOR FAMILY DAY CARE HOMES. SOUTHEASTERN DAY CARE BULLETIN NO. 1. JUN 71
GALAMBOS, EVA C.
SOUTHERN REGIONAL EDUCATION BOARD, ATLANTA, GA. DONNER (WILLIAM H.) FOUNDATION.
NOTES: 7P.
BUSINESS SKILLS, DAY CARE SERVICES, FAMILY INCOME, OPERATING EXPENSES, RECORDKEEPING, TAXES, TAX RATES, WORKING WOMEN
WOMEN WHO PROVIDE DAY CARE IN THEIR OWN HOMES AUGMENT THEIR MODEST EARNINGS IN SOME CASES IF THEY TAKE ADVANTAGE OF DEDUCTIONS PERMITTED UNDER THE INTERNAL REVENUE REGULATIONS CONCERNING USE OF PRIVATE HOMES FOR BUSINESS PURPOSES. WHERE COMBINED FAMILY INCOME IS AT A LEVEL WHERE INCOME TAX IS PAYABLE, IT MAY BE PROFITABLE TO CALCULATE ALL PERMISSIBLE DEDUCTIONS AND TO REDUCE THE TAX OWED, THEREBY EFFECTIVELY INCREASING THE AMOUNT OF DISPOSABLE INCOME. ALLOWABLE DEDUCTIONS INCLUDE BOTH DIRECT EXPENDITURES SUCH AS COST OF FOOD AND TOYS, AS WELL AS INDIRECT COSTS, SUCH AS MORTGAGE PAYMENTS, RENT, OR UTILITIES. ILLUSTRATIVE EXAMPLES OF VARIOUS DEDUCTIONS ARE GIVEN TO DEMONSTRATE THE

(CONT.)
2287 NECESSARY COMPUTATIONS AND THE MINIMUM RECORD KEEPING PROCEDURES REQUIRED BY FAMILY DAY CARE MOTHERS IN ORDER TO CLAIM THE DEDUCTIONS. THE ILLUSTRATED DEDUCTIONS IN THE HYPOTHETICAL EXAMPLE REDUCE TAXABLE INCOME BY ALMOST ONE HALF. (AUTHOR)
ERIC: ED054860

2288 INCOME TAX, WAGE TAX, AND OPTIMAL TAX 1976
BERGLAS, E.
PUBLIC FINANCE QUARTERLY, VOL.4, NO.1, JAN 1976, P. 3-15. BIBLIOG. 8
ECONOMICS, FINANCE, INCOME TAX, LABOR MARKET, MODELING, OPTIMIZATION, QUANTITATIVE METHODS, WAGES
MEASUREMENT OF WAGES IS VERY COMPLICATED, WHEREAS MEASUREMENT OF HOURS WORKED IN SOME OCCUPATION IS NOT DIFFICULT. WAGE TAXES AND INCOME TAXES ARE STUDIED FROM THE POINT OF VIEW OF THE PREFERRED SYSTEM OF TAXES.
MGMT: PEQ76A0003

2289 INCOMES IMPROVE ACROSS THE BOARD 1976
BUSINESS WEEK, NO.2440, JULY 12, 1976, P. 65.
CONSUMER PRICE INDEX, DISPOSABLE INCOME, ECONOMIC RECOVERY, ECONOMICS, EMPLOYMENT
INDIVIDUAL EARNINGS ARE STILL CLIMBING, WITH THE TOTAL GAIN FOR APRIL 1976 LARGER THAN MARCH. ALL NINE REGIONS OF THE COUNTRY SHARED IN THE STRONG GROWTH AND EMPLOYMENT WAS ON THE RISE AS SOME ECONOMIES APPROACHED THE PRECESSION LEVEL.
MGMT: BWE76G1265

2290 INCOMES SHOW STEADY GAINS 1976
BUSINESS WEEK, NO.2436, JUNE 14, 1976, P. 52.
EARNINGS, ECONOMIC RECOVERY, ECONOMIC TRENDS, ECONOMICS, INCOME, LABOR MARKET, MANUFACTURING, MINING, PAYROLL, SALARY, WAGES
INCOME ROSE IN MARCH WITH INDIVIDUAL EARNINGS INCREASING OVER $12.6 BILLION, 12.8% MORE THAN MARCH 1975, WITH ALL MAJOR COMPONENTS OF PERSONAL INCOME CONTRIBUTING TO THE RISE, EXCEPT FARM INCOME.
MGMT: BWE76F1452

2291 INCREASING EMPLOYABILITY THE UTILITY OF THE VOCATIONAL OPINION INDEX TRANSITION SYSTEM. NOV 75
BENSON, STEPHEN O.;WHITTINGTON, MARNA C.
ASSOCIATES FOR RESEARCH IN BEHAVIOR, INC., PHILADELPHIA, PA. SCIENCE CENTER. MISSOURI STATE DEPT. OF EDUCATION, JEFFERSON CITY.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 25P.
COMPARATIVE ANALYSIS, COST EFFECTIVENESS, CURRICULUM DEVELOPMENT, INDIVIDUALIZED PROGRAMS, JOB SKILLS, LABOR FORCE NONPARTICIPANTS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, VOCATIONAL EDUCATION TEACHERS, VOCATIONAL FOLLOWUP, VOCATIONAL MATURITY, VOCATIONAL REHABILITATION, VOCATIONAL TRAINING CENTERS, WORK ATTITUDES, VOCATIONAL OPINION INDEX TRANSITION SYSTEM
AN IMPACT ANALYSIS OF THE VOCATIONAL OPINION INDEX TRANSITION SYSTEM (VOITS) WAS CONDUCTED BY STUDYING THE FIRST SIX MONTHS OF ITS IMPLEMENTATION AT A MINNEAPOLIS VOCATIONAL TRAINING CENTER. (THE VOITS PROGRAM PROVIDES SKILLS TRAINING PERSONNEL WITH AN EARLY DIAGNOSIS OF AN INDIVIDUALS JOB READINESS POSTURE AND GUIDELINES FOR THE DEVELOPMENT AND IMPLEMENTATION OF AMELIORATIVE ACTIVITIES WHICH RESULT IN THE MODIFICATION OF NONWORKER POSTURES.) THE PARTICIPANTS IN THE STUDY WERE PLACED AT RANDOM INTO TWO GROUPS ONE GROUP RECEIVED ONLY THE VOCATIONAL SKILLS TRAINING AND THE OTHER GROUP RECEIVED BOTH THE VOCATIONAL TRAINING AND THE VOITS TRAINING. A BEFORE AND AFTER TRAINING MEASURE OF THE JOB READINESS POSTURE WAS GIVEN EACH GROUP. AFTER COMPARISON, THE RESULTS SHOWED THAT THE VOITS PROGRAM SIGNIFICANTLY INCREASES THE NUMBER OF TRAINEES WHO OBTAIN AND MAINTAIN JOBS UPON COMPLETION OF THEIR VOCATIONAL TRAINING. THE STUDY ALSO REVEALED THAT VOITS CAN BE SUCCESSFULLY IMPLEMENTED IN TRAINING INSTITUTIONS WITHOUT ADDITIONAL PERSONNEL OR CAPITAL EQUIPMENT AND THAT THE SYSTEM IS COST EFFECTIVE, YIELDING A BENEFIT OF 17 TIMES THE COST OF IMPLEMENTATION FOR TWO YEARS IN THE MINNEAPOLIS STUDY. (A BRIEF DESCRIPTION OF THE IMPLEMENTATION PROCESS IS INCLUDED.) (BM)
ERIC: ED142801

2292 INCREASING EMPLOYABILITY OF YOUTH--THE ROLE OF WORK TRAINING. TRAINING SERIES. FEB 66
MOED, MARTIN
NEW YORK UNIV., N.Y. CENTER FOR THE STUDY OF UNEMPLOYED YOUTH
NOTES: 20P.
VOCATIONAL EDUCATION, UNEMPLOYED, YOUTH PROGRAMS, FEDERAL PROGRAMS, PROGRAM DESCRIPTIONS, ECONOMIC OPPORTUNITY ACT, MANPOWER DEVELOPMENT AND TRAINING ACT OF1962
A THREE-FOLD APPROACH INCLUDING TRAINING, COUNSELING, AND PROVISION OF JOBS IS NECESSARY IF DISADVANTAGED YOUNG PEOPLE ARE TO FIND EMPLOYMENT. THE FOLLOWING TRAINING PROGRAMS ARE EVALUATED ACCORDING TO THEIR SUCCESS IN APPLYING THIS THREE-FOLD APPROACH (1) THE NEIGHBORHOOD YOUTH CORPS (NYC), (2) ON-THE-JOB TRAINING (OJT) PROGRAMS AUTHORIZED THROUGH THE PROVISIONS OF THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962 (MDTA), AND (3) THE JOB CORPS AUTHORIZED THROUGH THE ECONOMIC OPPORTUNITY ACT. THE NYC IS CONCEIVED AS THE FIRST STAGE IN A DEVELOPMENTAL PROCESS IN WHICH PERSONS CAN BE QUICKLY ENGAGED WITHOUT A VERY LARGE PERSONAL COMMITMENT; OJT OR MDTA INSTITUTIONAL TRAINING IS SEEN AS PROVIDING THE NEXT STEP IN THE PROCESS. THESE PROGRAMS CAN BE USED INDIVIDUALLY OR CAN SUPPLEMENT EACH OTHER. THE WORK-SAMPLE METHOD IN WHICH THE INDIVIDUAL IS EXPOSED TO THE NUMBER OF TRADES IS SUGGESTED. (PS)
AIM/ARM: VT004219

2293 INDEX OF OPPORTUNITY IN NURSING AND ALLIED HEALTH PROFESSIONS, 1972. 72
RESOURCE PUBLICATIONS, INC., PRINCETON, N.J.
NOTES: 66P.
EMPLOYMENT OPPORTUNITIES, HOSPITALS, INDEXES (LOCATERS), MEDICAL SERVICES, NURSING, OCCUPATIONAL INFORMATION, PARAMEDICAL OCCUPATIONS, SALARIES
THIS PUBLICATION CONTAINS DESCRIPTIONS OF 59 HOSPITALS AND OTHER MEDICAL AGENCIES WHICH OFFER JOB OPPORTUNITIES TO NURSES AND THOSE TRAINED IN THE ALLIED HEALTH PROFESSIONS. INCLUDED IN THE DESCRIPTIONS ARE A BRIEF INTRODUCTION, SALARIES AND/OR BENEFITS, EMPLOYMENT OPPORTUNITIES, LOCATION, AND SOURCE OF FURTHER INFORMATION. A GEOGRAPHICAL INDEX AND TEAR-OUT RESUME FORMS, WHICH ENABLE READERS TO FOLLOW UP THE OPPORTUNITIES IN INDIVIDUAL CAREER FIELDS, ARE INCLUDED. (SB)
ERIC: ED072203 D.R. GOLDENSON AND CO., INC., P.O. BOX 2331, PRINCETON, N.J. 08540 ($2.25)

2294 INDEX TO PUBLICATIONS OF THE MANPOWER ADMINISTRATION JANUARY 1969 THROUGH JUNE 1973. 73
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 43P.
BIBLIOGRAPHIES, BOOKLISTS, ECONOMIC RESEARCH, EMPLOYMENT, GOVERNMENT PUBLICATIONS, INDEXES (LOCATERS), MANPOWER DEVELOPMENT
THE DOCUMENT IS A CUMULATIVE INDEX OF 850 PUBLICATIONS ISSUED BY THE MANPOWER ADMINISTRATION FOR THE PERIOD JANUARY 1969 THROUGH JUNE 1973. CHAPTERS AND MAJOR SUBDIVISIONS OF THE MANPOWER REPORTS OF THE PRESIDENT AND ALL ARTICLES IN MANPOWER MAGAZINE ARE INDEXED SEPARATELY. ITEMS ARE ARRANGED IN 54 SUBJECT CATEGORIES. (MS)
ERIC: ED086813

2295 INDEX TO PUBLICATIONS OF THE MANPOWER ADMINISTRATION, JANUARY 1969 THROUGH JUNE 1972 AND SUPPLEMENT TO INDEX TO PUBLICATIONS OF THE MANPOWER ADMINISTRATION, JULY THROUGH DECEMBER 1972. 72
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 44P.
APPRENTICESHIPS, BIBLIOGRAPHIES, CHILD CARE, EDUCATIONAL PROGRAMS, EMPLOYMENT PROGRAMS, INDEXES (LOCATERS), JOB TRAINING, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MINORITY GROUPS, OCCUPATIONAL INFORMATION, OCCUPATIONAL MOBILITY, PERIODICALS, YOUTH EMPLOYMENT
THIS CUMULATIVE INDEX OF APPROXIMATELY 900 PUBLICATIONS, REPORTS, AND ARTICLES ISSUED BY THE MANPOWER ADMINISTRATION COVERS THE PERIOD JANUARY 1969 THROUGH JUNE 1972. ITEMS ARE LISTED ALPHABETICALLY UNDER 55 MAJOR SUBJECT HEADINGS, AND IN ADDITION TO TITLE, ENTRIES INCLUDE THE PERIODICAL SOURCE, PAGINATION, AVAILABILITY, AND THE COST OF REPRINTS WHEN FREE COPIES ARE NOT AVAILABLE. A LIST OF PERIODICALS ISSUED BY THE MANPOWER ADMINISTRATION AND A SUPPLEMENT COVERING THE PERIOD JULY THROUGH DECEMBER 1972 ARE INCLUDED. (SB)
ERIC: ED076793

2296 INDIAN EDUCATION: JOHNSON-OMALLEY ACTIVITIES ANNUAL REPORT, 1969-1970. OCT 70
BARLOW, EARL J.; BILLEDEAUX, DWIGHT A.
MONTANA STATE DEPT. OF PUBLIC INSTRUCTION, HELENA.
NOTES: 84P.
ACHIEVEMENT, AMERICAN INDIANS, ANNUAL REPORTS, ATTENDANCE, DROPOUTS, EDUCATIONAL FINANCE, ENROLLMENT, FEDERAL AID, HIGHER EDUCATION, PUBLIC EDUCATION, RESERVATIONS (INDIAN), SCHOLARSHIPS, SERVICES, STATE COLLEGES, STATE DEPARTMENTS OF EDUCATION, TRANSPORTATION, VOCATIONAL COUNSELING, MONTANA
INFORMATION IS GIVEN ON JOHNSON-OMALLEY FUNDS PROVIDED FOR EDUCATION OF MONTANAS INDIANS DURING 1969-70. AFTER A SUMMARY OF SUCH JOHNSON-OMALLEY ACTIVITIES AS PROVISION OF FOSTER HOMES, SPECIAL TRANSPORTATION, AND HOME-SCHOOL LIAISON, EXCERPTS FROM JOHNSON-OMALLEY PROJECT REPORTS ARE PRESENTED (BY RESERVATION). THE NUMBER OF MONTANA INDIAN HIGH SCHOOL GRADUATES AND NAMES OF INDIAN STUDENTS ATTENDING INSTITUTIONS OF HIGHER EDUCATION THROUGH THE AID OF FEDERAL FUNDS ARE GIVEN. PROGRAMS INVOLVING DEVELOPMENT OF SCHOOL PROGRAMS RELATING TO DRUG ABUSE EDUCATION, THE TEACHER CORPS AND TEACHER AIDE TRAINING, FOLLOW THROUGH, BILINGUAL EDUCATION, AND CAREER OPPORTUNITIES ARE ALSO DISCUSSED. TABLES PROVIDE JOHNSON-OMALLEY ADMINISTRATIVE EXPENDITURES, INDIAN ENROLLMENT AND ATTENDANCE FIGURES, AND BREAKDOWNS OF FUNDS (BY RESERVATION). IN CONCLUSION, THE REPORT LISTS FUNDS ALLOCATED THROUGH PUBLIC LAW 874 AND THE ELEMENTARY AND SECONDARY EDUCATION ACT, AS WELL AS JOHNSON-OMALLEY KINDERGARTEN, SUMMER WORKSHOP, AND HIGHER EDUCATION FUNDS. RELATED DOCUMENTS ARE ED 041 651 AND ED 041 653. (EL)
ERIC: ED051922

2297 INDIAN MANPOWER RESOURCES IN THE SOUTHWEST A PILOT STUDY. 69
TAYLOR, BENJAMIN J.; OCONNOR, DENNIS J.
ARIZONA STATE UNIV., TEMPE. COLL. OF BUSINESS ADMINISTRATION. ARIZONA STATE EMPLOYMENT SERVICE, PHOENIX.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. EMPLOYMENT SERVICE.
NOTES: 399P.; RELATED DOCUMENTS ARE ED 043 444, ED 043 445, ED 044 198
AMERICAN INDIANS, CONSUMER ECONOMICS, CULTURAL BACKGROUND, DEMOGRAPHY, ECONOMIC FACTORS, EMPLOYMENT OPPORTUNITIES, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, RESERVATIONS (INDIAN), RURAL AREAS, TABLES (DATA), TOURISM, TRIBES, UNEMPLOYMENT, VOCATIONAL EDUCATION, ARIZONA, NEW MEXICO, SOUTHWEST
THE INDIAN MANPOWER RESOURCE STUDY (IMRS) WAS UNDERTAKEN TO PROVIDE BASIC INFORMATION ESSENTIAL TO THE PLANNING AND DEVELOPMENT OF EFFECTIVE PROGRAMS TO MAKE USE OF THE

(CONT.)

2297 MANPOWER RESOURCE OF RESERVATION INDIANS IN ARIZONA AND NEW MEXICO. IN THE PAST, DECISION MAKING HAS LARGELY BEEN UNDERTAKEN WITH A MINIMUM OF VALID INFORMATION. THE RESERVATIONS STUDIED WERE FORT APACHE, SAN CARLOS, ACOMA, LAGUNA, AND PAPAGO. DATA INDICATE THAT INDIANS OF THE SOUTHWEST HAVE SUBSTANTIALLY LOWER INCOMES THAN OTHER AMERICANS. ALSO, ALTHOUGH MOST RESERVATION FAMILIES LIVE IN A RURAL SETTING, THEY SHOULD NOT BE CONSIDERED FARM FAMILIES. THE STUDY, IN ADDITION TO INCOME AND AVAILABLE MANPOWER SUPPLIES, ALSO GATHERED INFORMATION ON AGE AND SEX, FAMILY CHARACTERISTICS, INDUSTRY AND OCCUPATIONAL EXPERIENCES, AND CONSUMPTION PATTERNS. THIS STUDY SUPPORTS THE HYPOTHESIS THAT THE CREATION OF ON-RESERVATION OPPORTUNITIES WOULD BE MET BY A WILLING LABOR FORCE. GENERALLY, INFORMATION INDICATES THAT INDIANS MAY REQUIRE MORE CONCENTRATED EFFORTS TO RESOLVE THEIR EMPLOYMENT PROBLEMS THAN OTHER DISADVANTAGED U. S. CITIZENS BECAUSE OF THEIR RELATIVELY GREATER DEPRIVATION. NATURAL AND HUMAN RESOURCE DEVELOPMENT OF RESERVATIONS SHOULD BE ENCOURAGED. INDUSTRIES CAN BE DEVELOPED IN TOURISM AND RECREATION WHERE FEASIBLE. (KM)
ERIC: ED089907 BUREAU OF BUSINESS AND ECONOMIC RESEARCH, ARIZONA STATE UNIVERSITY, TEMPE, AZ 85281 (FREE WHILE SUPPLY LASTS)

2298 INDIANAPOLIS MANPOWER UTILIZATION PROJECT OF FLANNER HOUSE. PHASE II (FEBRUARY 1, 1968-APRIL 30, 1968). 68
FLANNER HOUSE, INC., INDIANAPOLIS, IND. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 95P.
ADULT BASIC EDUCATION, COMMUNITY DEVELOPMENT, DISADVANTAGED GROUPS, INDUSTRIAL TRAINING, INPLANT PROGRAMS, INTERAGENCY COOPERATION, JOB PLACEMENT, MANPOWER UTILIZATION, FLANNER HOUSE, INDIANAPOLIS
A PRIVATE AGENCY, FLANNER HOUSE OF INDIANAPOLIS, COMBINED EFFORTS WITH THE FEDERAL GOVERNMENT, THE INDIANA STATE EMPLOYMENT SERVICE, AND PRIVATE INDUSTRY TO PROVIDE UPWARD JOB MOBILITY FOR UNDEREDUCATED INDIVIDUALS WHO ARE EITHER UNEMPLOYED OR UNDEREMPLOYED. THE PROJECT WAS DESIGNED TO SHOW THAT (1) PRIVATE INDUSTRY IS WILLING TO FINANCE AN EDUCATIONAL PROGRAM FOR UNDEREDUCATED EMPLOYEES, (2) A NEIGHBORHOOD PRE-EMPLOYMENT PROGRAM CAN PREPARE THE UNEMPLOYED FOR WORK, (3) GOVERNMENT AND PRIVATE SECTOR IN COOPERATION CA CREATE UPWARD JOB MOBILITY, AND (4) THIS OPPORTUNITY WILL BE UTILIZED, IF OFFERED ON A NEIGHBORHOOD BASIS. THE PROGRAM IS ORGANIZED SO THAT THE TESTING, TRAINING, AND JOB PLACEMENT OF THE UNEMPLOYED ARE GOVERNMENT FINANCED. HOWEVER, PRIVATE FINANCING COVERS THE COST OF EMPLOYEE CLINICS AND IN-PLANT EDUCATION PROVIDED TO UPGRADE UNDEREDUCATED EMPLOYEES. THE FINAL REPORT OF THIS PROJECT IS AVAILABLE AS MP 000 751. (3H)
ERIC: ED057165

2299 INDIANAPOLIS: GETTING BACK ON THE MOVE 1976
NATIONS BUSINESS, VOL.64, NO.11, NOV 1976, P. 44.
BLACKS, BUSINESS OPPORTUNITY, CITIES, ECONOMIC DEVELOPMENT, ECONOMIC GROWTH, ECONOMIC PLANNING, ECONOMICS, HOTEL AND MOTEL INDUSTRY, INDUSTRIAL DEVELOPMENT, LABOR RELATIONS, LOCAL GOVERNMENT, UNEMPLOYMENT
THE CITY OF INDIANAPOLIS IS PROSPERCUS NOW AS A RESULT OF SPURS TO REVIVE ITS ECONOMY WHICH INCLUDED ACHIEVING BUSINESS-GOVERNMENT RAPPORT, LURING DIVERSE INDUSTRY TO LOCATE THERE, AND ESTABLISHMENT OF A COOPERATE LABOR MANAGEMENT PROGRAM.
MGMT: NA876K0044

2300 INDICATORS OF THE RESPONSIVENESS OF EMPLOYMENT SYSTEMS TO WORKERS NEEDS AND VALUES APR 74
CUBIN, ROBERT
CALIFORNIA UNIV., IRVINE. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. DL-73-118
NOTES: FINAL REPT. JUL 73-FEB 76 15P
PERSONNEL MANAGEMENT, ADJUSTMENT(PSYCHOLOGY), SOCIAL INDICATORS, QUALITY OF WORKLIFE, NTISLABASP
THIS PAPER SETS FORTH SOME GENERAL CRITERIA THAT SOCIAL INDICATORS OF THE QUALITY OF WORKING LIFE NEED TO MEET, INDICATES SOME SPECIFIC CRITERIA INVOLVING WORKERS NEEDS AND VALUES, AND MAKES SOME SUGGESTIONS FOR THE DEVELOPMENT OF SEVERAL POSSIBLE SOCIAL INDICATORS. THERE ARE AT LEAST FOUR IMPORTANT CONSIDERATIONS INVOLVED IN THE DEVELOPMENT AND USE OF SOCIAL INDICATORS: THAT THE PURPOSES OF SOCIAL INDICATORS BE KEPT IN MIND, THAT THE REALITY BEING MEASURED BE ACKNOWLEDGED AND UNDERSTOOD, THAT VALUES BE SPECIFIED THAT REPRESENT GOOD AND BAD ON THE INDICATOR, AND THAT THE POSSIBILITY BE TAKEN INTO ACCOUNT THAT THE SOCIAL INDICATORS EMPLOYED WILL BE AN INSTRUMENT FOR A SELF-FULFILLING PROPHECY. THE CRITERIA FOR JUDGING WORKERS NEEDS AND VALUES CAN BE GROUPED INTO THREE CLASSES. THESE ARE PERSONAL SAFETY AND CREATURE COMFORT, SOCIAL AND PSYCHOLOGICAL WELL-BEING; AND THE WORKER-CITIZEN NEXUS. THE DEVELOPMENT OF SOCIAL INDICATORS OF THE QUALITY OF WORKING LIFE FROM THE STANDPOINT OF WORKERS NEEDS AND VALUES IS EXAMINED WITH RESPECT TO FIVE SEPARATE TOPICS VALUES SURROUNDING WORK, OPPORTUNITIES FOR INDIVIDUAL MOBILITY, WELFARE REDEFINITION, PSYCHOLOGICAL FREEDOM, AND THE WORKER AS A CONSUMER.
NTIS: PB-256 871/5ST NTIS PRICES PC$3.50/MF$3.00

2301 THE INDIVIDUAL AND HIS EDUCATION SECOND YEARBOOK OF THE AMERICAN VOCATIONAL ASSOCIATION. 72
KREBS, ALFRED H., ED.
AMERICAN VOCATIONAL ASSOCIATION, WASHINGTON, D.C.

(CONT.)
2301 NOTES: 351P.
ADULT STUDENTS, ANTHOLOGIES, DISADVANTAGED GROUPS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT QUALIFICATIONS, HANDICAPPED STUDENTS, INDIVIDUAL DEVELOPMENT, INDIVIDUALIZED CURRICULUM, INDIVIDUALIZED INSTRUCTION, OCCUPATIONAL CHOICE, OCCUPATIONAL GUIDANCE, POST SECONDARY EDUCATION, SECONDARY EDUCATION, STUDENT ATTITUDES, STUDENT MOTIVATION, TEACHING METHODS, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, YEARBOOKS
THE BOOK IS A COLLECTION OF ARTICLES ENCOMPASSING A BROAD SPECTRUM OF VIEWS AND TOPICS AND PROVIDING INSIGHTS INTO THE ROLE OF VOCATIONAL EDUCATION AS IT SEEKS TO DEAL WITH THE PROBLEMS EACH INDIVIDUAL FACES IN ADJUSTING TO A CAREER-ORIENTED SOCIETY. THE VOLUME IS DIVIDED INTO THREE SECTIONS WHICH LEAD THE READER THROUGH THE ENTIRE PROCESS OF ENTERING VOCATIONAL EDUCATION, PROGRESSING THROUGH ITS PROGRAMS, AND ENTERING A CHOSEN FIELD OF WORK. EACH OF THE PARTS CARRIES A CONTINUING EMPHASIS ON WHAT VOCATIONAL EDUCATION CAN DO FOR THE INDIVIDUAL. AMONG THE AREAS THE BOOK EXPLORES ARE ATTITUDES AND REASONS CONCERNING AN INDIVIDUALS DECISION TO ENTER VOCATIONAL PROGRAMS, METHODS OF INSTRUCTION THAT LOOK TO MEANS OF INDIVIDUALIZING CURRICULA, WORK STUDY PROGRAMS, AND THE ATTITUDES AND ABILITIES EXPECTED OF THE EMPLOYEE BY A PROSPECTIVE EMPLOYER. IN ADDITION TO VOCATIONAL EDUCATORS, THE AUTHORS (FOR WHOM BRIEF BIOGRAPHIES ARE LISTED) INCLUDE PSYCHOLOGISTS, A HOMEMAKER, A GRADUATE STUDENT, AND A COMPANY PRESIDENT. (AUTHOR)
ERIC: ED123448 PUBLICATION SALES, AMERICAN VOCATIONAL ASSOCIATION, 1510 H STREET NW, WASHINGTON, D.C. 20005 ($8.50)

2302 INDIVIDUAL DIFFERENCES AND TRAINING EFFECTIVENESS JUN 71
RIDGEWAY, CHRISTOPHER
INDUSTRIAL TRAINING INTERNATIONAL;6;6;173-5
BEHAVIOR, INDIVIDUAL DIFFERENCES, INDUSTRIAL TRAINING, INTELLIGENCE, LEARNING PROCESSES, MOTIVATION
EXPLAINS HOW THE ASSESSMENT OF THE EFFECT OF SOME INDIVIDUAL DIFFERENCES CAN BE APPLIED TO THE DEVELOPMENT OF TRAINING PROGRAMS. (RB)
ERIC: EJ038830

2303 INDIVIDUAL INVESTMENTS, ECOLOGICAL VARIABLES AND BLACK-WHITE RELATIVE ECONOMIC STATUS A CONTEXTUAL ANALYSIS OF STATUS ATTAINMENT FOR BLACKS AND WHITES JUN 77
PARCEL, TOBY LEE
WASHINGTON UNIV., SEATTLE. DEPT. OF SOCIOLOGY.*MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-53-76-24
NOTES: FINAL REPT. 388P
SOCIOECONOMIC STATUS, EARNINGS, LABOR MARKET, CAUCASIANS, NTISLABPEU
RESEARCH REPORTED HEREIN ANALYZES THE INFLUENCE OF ECOLOGICAL (I.E., AGGREGATE) VARIABLES SPECIFIC TO INDIVIDUAL BLACK AND WHITE RESPONDENTS CURRENT AND FORMER AREAS OF RESIDENCE AS DETERMINANTS OF THEIR ADULT EARNINGS AND OCCUPATIONAL PRESTIGE. LITERATURE REVIEWS IN THE FIELDS OF STATUS ATTAINMENT, HUMAN CAPITAL, RACIAL DISCRIMINATION, AND OF SEVERAL STRUCTURAL PERSPECTIVES SUGGEST THE NEED FOR INTEGRATION OF THE PERSPECTIVES, AND CONTEXTUAL ANALYSIS PROVIDES THE METHOD WHEREBY SUCH INTEGRATION IS EMPIRICALLY ACCOMPLISHED. ANALYSIS IS CONFINED TO A COHORT OF MALES AGED 35-54 IN 1972 FROM THE MICHIGAN SURVEY RESEARCH CENTERS 1972 PSOID, AND 35-44 IN 1966 FROM THE 1967 SEO: ORDINARY MULTIPLE REGRESSION ANALYSIS IS EMPHASIZED.
NTIS: PB-274 232/2ST NTIS PRICES PC A17/MF A01

2304 INDIVIDUAL NEED SATISFACTION IN WORK AND NON-WORK A COMPARATIVE STUDY OF THE EFFECTS OF THE TECHNOLOGY AND ORGANIZATION OF WORK. 1 SEP 69
HUBNER, WALTER FRANK
WISCONSIN UNIV., MADISON. INDUSTRIAL RELATIONS RESEARCH INST. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 239P.; PH.D. DISSERTATION, UNIVERSITY OF WISCONSIN
EMPLOYEE ATTITUDES, INDIVIDUAL CHARACTERISTICS, INDUSTRY, JOB SATISFACTION, ORGANIZATIONAL CLIMATE, ORGANIZATIONAL DEVELOPMENT, WORK ATTITUDES
THIS STUDY ATTEMPTED TO IDENTIFY THE NATURE OF THE RELATIONSHIP BETWEEN ORGANIZATIONAL VARIABLES AND ATTITUDINAL AND BEHAVIORAL REACTIONS OF INDIVIDUALS TO EMPLOYMENT - WORK. EMPLOYEE NEEDS, SATISFACTION, NON-WORK ACTIVITIES, AND OVERALL ATTITUDES TOWARD COMPANY AND WORK WERE ASSESSED THROUGH RESPONSES TO QUESTIONNAIRES: AND ORGANIZATIONAL VARIABLES WERE ASSESSED THROUGH DIRECT OBSERVATION AND EVALUATION. NEEDS WERE FOUND TO BE PRIMARILY A FUNCTION OF INDIVIDUAL VARIABLES. SATISFACTION WAS FOUND TO BE EQUALLY DEPENDENT UPON INDIVIDUAL VARIABLES AND ORGANIZATIONAL VARIABLES. THE BUREAUCRATIC STRUCTURE, THE TECHNOLOGICAL STRUCTURE, AND SIZE OF THE ORGANIZATION ALL HAD MARKED EFFECT ON SATISFACTION. WORK-ORIENTATION OF INDIVIDUALS TENDED TO CORRELATE HIGHLY WITH SATISFACTIONS. THE UTILIZATION OF NON-WORK TIME ALSO VARIED AS A FUNCTION OF INDIVIDUAL AND ORGANIZATIONAL VARIABLES. MOST SIGNIFICANTLY, THE GREATER THE STRUCTURING OF EMPLOYMENT WORK, THE GREATER THE TIME SPENT IN NON-WORK ACTIVITIES DIRECTLY RELATED TO WORK. (NTIS)
ERIC: ED081925 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-202 892, MF $1.45, HC $3.00)

2305 INDIVIDUALIZATION AND MODULARIZATION OF VOCATIONAL EDUCATION INSTRUCTIONAL MATERIALS. AN

ANNOTATED BIBLIOGRAPHY OF PUBLICATIONS AND PROJECTS. BIBLIOGRAPHY SERIES NO. 32. OCT 75
MAGISOS, JOEL H., COMP.;STAKELON, ANNE E., COMP.
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL EDUCATION. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C.
NOTES: 58P.; BEST COPY AVAILABLE
ANNOTATED BIBLIOGRAPHIES, CURRICULUM DEVELOPMENT, EDUCATIONAL RESEARCH, INDIVIDUALIZED CURRICULUM, INDIVIDUALIZED INSTRUCTION, INSTRUCTIONAL MATERIALS, LEARNING MODULES, MATERIAL DEVELOPMENT, RESEARCH PROJECTS, VOCATIONAL EDUCATION
THIS ANNOTATED BIBLIOGRAPHY IS DESIGNED TO ASSIST APPLICANTS FOR RESEARCH GRANTS UNDER PART C (SECTION 131A) OF THE AMENDMENTS TO THE VOCATIONAL EDUCATION ACT OF 1963 BY PROVIDING ACCESS TO DOCUMENTS, JOURNAL ARTICLES, AND CURRENT PROJECTS RELATED TO THE INDIVIDUALIZATION AND MODULARIZATION OF VOCATIONAL EDUCATION INSTRUCTIONAL MATERIALS. THE REPORT LITERATURE AND JOURNAL ARTICLES CITED WERE FOUND IN A COMPUTER-ASSISTED SEARCH OF RESOURCES IN EDUCATION (RIE), ABSTRACTS OF INSTRUCTIONAL AND RESEARCH MATERIALS IN VOCATIONAL EDUCATION (AIM/ARM), AND CURRENT INDEX TO JOURNALS IN EDUCATION (CIJE), AND WERE SELECTED FROM AMONG A LARGER NUMBER UNCOVERED IN THE INITIAL SEARCH AS THE MOST RELEVANT TO THE TOPICAL AREA AND REPRESENTATIVE OF PREVIOUS WORK. CITATIONS INCLUDE 33 ERIC DOCUMENTS, 15 AIM/ARM DOCUMENTS, 62 JOURNAL ARTICLES, AND 18 CURRENT PROJECTS. ALSO INCLUDED ARE INSTRUCTIONS FOR ORDERING THE CITED MATERIALS. (NJ)
ERIC: ED133573

2306 INDIVIDUALIZATION OF MANPOWER SERVICES A SOURCEBOOK OF IDEAS. JAN 75
GLASER, EDWARD M.;AND OTHERS
HUMAN INTERACTION RESEARCH INST., LOS ANGELES, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 90P.
BEHAVIORAL SCIENCE RESEARCH, DISADVANTAGED GROUPS, INDIVIDUALIZED INSTRUCTION, INDIVIDUALIZED PROGRAMS, INNOVATION, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PROGRAM IMPROVEMENT, SYSTEMS APPROACH, UNSKILLED WORKERS, VOCATIONAL DEVELOPMENT, WORK ATTITUDES
THE FEDERALLY-SPONSORED MANPOWER DEVELOPMENT PROJECT IS CONCERNED WITH TWO MAJOR ISSUES (1) WAYS TO DETERMINE WHAT PARTICULAR SERVICES ARE NEEDED BY GIVEN CLIENTS IN MANPOWER PROGRAMS FOR THE DISADVANTAGED, AND (2) WAYS TO ORGANIZE A MANPOWER PROGRAM SO THAT EACH INDIVIDUAL RECEIVES APPROPRIATE SERVICES TO FULFILL INDIVIDUAL NEEDS. FOLLOWING TWO INTRODUCTORY SECTIONS DEFINING RELEVANT CONSTRUCTS, 17 CASE STUDIES OF INNOVATIVE PROGRAMS AND PROCEDURES ARE PRESENTED TO HELP MANPOWER PROGRAM PLANNERS AND ADMINISTRATORS THINK ABOUT INDIVIDUALIZATION IN NEW WAYS. CASE STUDY PROGRAMS INCLUDE INDIVIDUALIZED MANPOWER TRAINING SYSTEM (IMTS), TRAINING AND TECHNOLOGY (TAT), ARIZONA JOB COLLEGES (AJC), LIFE SKILLS EDUCATION MODEL, COMPREHENSIVE MANPOWER OFFICE (COMO), VOCATIONAL EXPLORATION GROUPS (VEG), AND JOB-RELATED EDUCATION AND VESTIBULE TRAINING. OTHER CASE STUDIES DEAL WITH PROCEDURES OF JOB AGENT CLASSIFICATION, CLEFF JOB-MAN MATCHING SYSTEM, SELF-HELP WORK UNITS, SYSTEMS APPROACH, TELEPHONE COMPANY TRAINING, TRAINING DECISION PARADIGM, INDIVIDUALIZED INSTRUCTION IN EDUCATION, BEHAVIORAL ASSESSMENT, BEHAVIORAL TRAINING, AND PERSONALIZED SALVAGE OF FAILING TRAINEES. IMPLICATIONS FOR POLICY AND ACTION OF PRIME SPONSORS IS EXPLORED IN RELATION TO MANPOWER SERVICE DELIVERY. AN ANNOTATED BIBLIOGRAPHY OF REFERENCES FOR MATERIAL CITED IS INCLUDED; A NINE-PAGE APPENDIX PRESENTS SOME RESEARCH ON WORK ATTITUDES AND WORK SKILLS. (EA)
ERIC: ED107814

2307 INDIVIDUALIZED ADULT SCIENCE EDUCATION. JUN 72
LAWRENCE, C. G.
SASKATCHEWAN NEWSTART, INC., PRINCE ALBERT. DEPARTMENT OF REGIONAL ECONOMIC EXPANSION, OTTAWA (ONTARIO).; SASKATCHEWAN DEPT. OF EDUCATION, REGINA.
NOTES: 192P.; PROCEEDINGS OF A SEMINAR HELD MAY 24 + 25, 1972, IN PRINCE ALBERT
ADULT EDUCATION, ADULT EDUCATION PROGRAMS, CURRICULUM DEVELOPMENT, INDIVIDUALIZED INSTRUCTION, REPORTS, SCIENCE EDUCATION, SCIENCES, SEMINARS, CANADA
AS THE PROCEEDINGS OF A NATIONAL SEMINAR ON INDIVIDUALIZED ADULT SCIENCE EDUCATION, A TOTAL OF 13 ARTICLES IS COMPILED IN THIS VOLUME CONCERNING THE THEORY AND TECHNIQUES OF CURRICULUM DEVELOPMENT AND THE INDIVIDUALIZATION PROCESS IN UPGRADING CANADIAN SCIENCE COURSES. THE TOPICS INCLUDE THE CHARACTERISTICS AND FORMULATION OF BEHAVIORAL OBJECTIVES; SEQUENCING AND CLUSTERING BEHAVIORAL OBJECTIVES IN DESIGNING A CURRICULUM; SASKATCHEWAN NEWSTARTS INDIVIDUALIZED PROCESSES IN ADULT BASIC EDUCATION; SCIENCE CURRICULUM PROJECT--HUMBER COLLEGE OF APPLIED ARTS AND TECHNOLOGY; SCIENCE PROGRAM--STEPHENVILLE ADULT CENTER; CONTINUOUS PROGRESS PHYSICAL SCIENCE BASIC TRAINING FOR SKILLS DEVELOPMENT--RED RIVER COMMUNITY COLLEGE; CONQUERING THE WORLD OF SCIENCE--CAMBRIAN COLLEGE OF APPLIED ARTS AND TECHNOLOGY; AUDIO VISUAL METHODS FOR INDIVIDUALIZED INSTRUCTION; SYSTEMS APPROACH TO TRAINING; MODULAR TRAINING IN ONTARIO; SCIENCE CURRICULUM PROJECT--SASKATCHEWAN INSTITUTE OF APPLIED ARTS AND SCIENCES; SCIENCE CURRICULUM PROJECT IN NEW BRUNSWICK; AND DETERMINING RELEVANCY OF SCIENCE CURRICULA. CONTAINED IS A LIST OF SEMINAR PARTICIPANTS WITH THEIR ADDRESS. (CC)
ERIC: ED086474 SASKATCHEWAN NEW START INCORPORATED, P. O. BOX 1565, 154 9TH STREET EAST, PRINCE ALBERT, SASKATCHEWAN ($4.95)

2308 THE INDIVIDUALIZED MANPOWER TRAINING SYSTEM JUN 74
TECHNICAL EDUCATION RESEARCH CENTERS, INC., CAMBRIDGE, MASS. MANPOWER ADMINISTRATION, WASHINGTON, D.C.
CONTRACT NO. DL-82-25-71-10

(CONT.)

2308 NOTES: FINAL REPT. 103P
PERSONNEL DEVELOPMENT, SPECIALIZED TRAINING, INDIVIDUALIZED TRAINING, NTISLABPEU
THE REPORT IS A SUMMARY OF THE HISTORY OF THE PROJECT, OBJECTIVES, METHODOLOGY, AND RESULTS IN STAFF TRAINING, TRAINEE PERFORMANCE, PRE TO POST TEST ACHIEVEMENT, LEARNING EFFICIENCY.
NTIS: PB-247 393/3ST NTIS PRICES PC$5.50/MF$2.25

2309 INDIVIDUALIZED READING INSTRUCTIONAL SYSTEM (IRIS). AUG 73
CAYTON, PAUL W.;BREWER, NORMA B.
REHABILITATION RESEARCH FOUNDATION, MONTGOMERY, ALA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 288P.
ADULT READING PROGRAMS, AUTOINSTRUCTIONAL AIDS, BASIC READING, INDIVIDUALIZED PROGRAMS, INDIVIDUALIZED READING, LEARNING LABORATORIES, PROGRAMED INSTRUCTION, READING DEVELOPMENT, READING INSTRUCTION, READING SKILLS, SEQUENTIAL READING PROGRAMS
THE GUIDE TO INDIVIDUALIZED READING INSTRUCTIONAL SYSTEM (IRIS) PROVIDES INFORMATION HELPFUL IN ESTABLISHING, OPERATING, AND MAINTAINING A READING INSTRUCTIONAL PROGRAM MEETING ADULT BASIC EDUCATION NEEDS. IRIS SYSTEMATIZES THE USE OF COMMERCIALLY PUBLISHED READING INSTRUCTIONAL MATERIALS FOR SELF-PACING, INDIVIDUALIZED, OR INDEPENDENT LEARNING. IT CONSISTS OF SIX MODULARIZED INSTRUCTIONAL TRACKS, BEGINNING WITH READING READINESS AND PROGRESSING TO THE SEVENTH GRADE LEVEL AND ABOVE. THE STUDENT IS PLACED IN AN APPROPRIATE READING TRACK WHERE HE CAN EXPERIENCE SUCCESS BEFORE MOVING INTO MORE CHALLENGING MODULES OF INSTRUCTION. MOST OF THE PROGRAMMED INSTRUCTIONAL MATERIAL IS REUSABLE AND ONLY TWO TYPES OF MACHINES ARE REQUIRED--THE CASSETTE PLAYER AND THE CARD READER. ONE READING MANAGER CAN MANAGE ONE INSTRUCTIONAL LAB ACCOMMODATING APPROXIMATELY 15 STUDENTS OF VARYING ABILITY LEVELS. THE SYSTEM IS ORIENTED TO ADULTS, BUT MAY BE USED BY OTHER AGE GROUPS. IT CAN BE USED IN MOST BASIC SKILL PROGRAMS, PARTICULARLY IN CONJUNCTION WITH PROGRAMS OF ADULT BASIC EDUCATION, CORRECTIONAL EDUCATION, VOCATIONAL-TECHNICAL BASIC EDUCATION, AND MANPOWER TRAINING. (AUTHOR/MW)
ERIC: ED095285 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($3.00)

2310 INDIVIDUALIZING VOCATIONAL AND TECHNICAL INSTRUCTION. 75
PUCEL, DAVID J.;KNAAK, WILLIAM C.
NOTES: 244P.
COURSE OBJECTIVES, EVALUATION, INDIVIDUALIZED INSTRUCTION, STUDENT ABILITY, TASK PERFORMANCE, TEACHING METHODS, TEACHING PROCEDURES, TEACHING TECHNIQUES, TECHNICAL EDUCATION, VOCATIONAL EDUCATION
THE BOOKS FOCUS IS ON CLASSROOM PROCEDURES THAT ALLOW AN INSTRUCTOR TO MEET THE NEEDS OF INDIVIDUALS WHILE MANAGING THE LEARNING ACTIVITIES OF A GROUP. THE INDIVIDUALIZED INSTRUCTION MODEL THAT SEEMS MOST APPROPRIATE FOR USE WITH VOCATIONAL PROGRAMS IS THE FIXED-CONTENT, VARIABLE-TIME, MASTERY MODEL IN WHICH INDIVIDUALS ARE ASSISTED IN DEVELOPING THE SKILLS AND KNOWLEDGE REQUIRED TO SUCCEED AT ENTRY-LEVEL JOBS IN AN OCCUPATION. FOLLOWING AN INTRODUCTORY CHAPTER, CHAPTER 2 DISCUSSES METHODS FOR ESTABLISHING VOCATIONAL/TECHNICAL PROGRAM CONTENT, WHILE CHAPTER 3 IS DIRECTED TOWARD IDENTIFYING STUDENT INSTRUCTIONAL PREREQUISITES FOR COURSES AND SPECIFIC TASKS. CHAPTER 4 DEALS WITH THE DEVELOPMENT OF VOCATIONAL INSTRUCTIONAL OBJECTIVES (TERMINAL PERFORMANCE OBJECTIVES AND INTERMEDIATE PERFORMANCE OBJECTIVES), BASED ON JOB DESCRIPTIONS AND TASK ANALYSIS. INSTRUCTIONAL STRATEGIES, INSTRUCTIONAL MEDIA, AND EDUCATIONAL COMPUTER TECHNOLOGY ARE DISCUSSED IN CHAPTER 5. CHAPTER 6 COVERS METHODS OF EVALUATING STUDENT PROGRESS IN AN INDIVIDUALIZED LEARNING SYSTEM. THE CONCLUDING CHAPTER RECOGNIZES THE DEMANDS FOR OPEN ACCESS AND ACCOUNTABILITY AS BRINGING INCREASED PRESSURE FOR INDIVIDUALIZING VOCATIONAL INSTRUCTION PROGRAMS. APPENDIXES INCLUDE SAMPLE JOB DESCRIPTIONS, SAMPLE DIFFERENTIATED STAFFING JOB DESCRIPTIONS, THE NATIONAL COLLEGE VERB LIST, AND A LEARNING GUIDE. (EA)
ERIC: ED114599 CHARLES E. MERRILL PUBLISHING COMPANY, 1300 ALUM CREEK DRIVE, COLUMBUS, OHIO 43216 ($12.95)

2311 INDUSTRIAL AND OCCUPATIONAL DISTRIBUTION OF CHICANA WORKERS F 73
ARROYO, LAURA E.
AZTLAN;4:2:343-82
EMPLOYMENT PATTERNS, INDUSTRY, OCCUPATIONAL CLUSTERS, WORKING WOMEN, LABOR FORCE, MEXICAN AMERICANS, STATISTICAL DATA, CHICANAS, TEXAS, CALIFORNIA
FOCUS IS ON THE CHICANA WORKER AS OF 1969 IN CALIFORNIA AND TEXAS. THE FARAH GARMENT WORKERS STRIKE OF 1972-74 IS BRIEFLY DISCUSSED. (NQ)
ERIC: EJ114690

2312 INDUSTRIAL CHEMISTRY TECHNOLOGY - TECHNICAL INSTITUTE TRAINING 0-67--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. NOV 54
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CHEMISTRY, CUTTING SCORES, EVALUATION CRITERIA, INDUSTRIAL TECHNOLOGY, INSTITUTES (TRAINING PROGRAMS), JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF

(CONT.)
2312 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DESTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066487

2313 INDUSTRIAL DEMOCRACY: A STRATEGY FOR IMPROVING PRODUCTIVITY AND LABOR-MANAGEMENT RELATIONS 1976
NIGHTINGALE, D.
BUSINESS QUARTERLY, VOL.41, NO.3, AUTUMN 1976, P. 36-42. BIBLIOG. 2
CANADA, INDUSTRIAL RELATIONS, LABOR RELATIONS, PARTICIPATIVE MANAGEMENT, PRODUCTIVITY, UNIONS
PRESENTATION OF INDUSTRIAL DEMOCRACY AS A SOLUTION TO LABOR PROBLEMS IN CANADA. PRESENTATION OF IDEOLOGICAL FOUNDATIONS OF INDUSTRIAL DEMOCRACY AND LABOR AND MANAGEMENT VIEWS OF INDUSTRIAL DEMOCRACY.
MGMT: 30U76R0036

2314 INDUSTRIAL DEMOCRACY: THE INSTITUTES SUBMISSION TO THE BULLOCK COMMITTEE 1976
HILDRETH, J.
DIRECTOR, VOL.28, NO.12, JUNE 1976, P. 50-51.
BOARD OF DIRECTORS, DECISION MAKING, EEC, INDUSTRIAL DEMOCRACY, INDUSTRIAL RELATIONS, LABOR NEGOTIATIONS, LEADERSHIP, LEGISLATION, MANAGEMENT, MANAGEMENT FUNCTIONS, PARTICIPATIVE MANAGEMENT, PERFORMANCE APPRAISAL, PRIVATE ENTERPRISE, PRODUCTIVITY, QUALITY OF LIFE, SOCIAL RESPONSIBILITY, TRADE UNION, WEALTH
SUMMARIZES THE FINDINGS OF THE INDUSTRIAL DEMOCRACY COMMITTEE REGARDING THE REPRESENTATION OF WORKERS ON THE BOARD OF DIRECTORS OF A FIRM. THE ROLE OF TRADE UNIONS, THE SOCIAL CONTRIBUTION OF ENTERPRISE, THE EFFECTIVENESS OF ENTERPRISE SHARING THE WEALTH CREATED BY ENTERPRISE, AND THE ROLE OF THE BOARD ARE AMONG THE TOPICS COVERED.
MGMT: DIR76F0050

2315 INDUSTRIAL DEVELOPMENT AND CHANGES IN OCCUPATIONAL STRUCTURES AUG 73
BECK, E. M.;SUMMERS, GENE F.;CLARK, JOHN P.
WISCONSIN UNIV., MADISON. CENTER OF APPLIED SOCIOLOGY.
GRANT NO. EDA-OER-417-G-72-7;PHS-MH-19689
NOTES: WORKING PAPER 25P
INDUSTRIAL DEVELOPMENT, ECONOMIC CHANGE, REGIONAL ECONOMY, ECONOMIC DEVELOPMENT, SPECIALIZATION, EDA
THE IMPACT OF INDUSTRIAL DEVELOPMENT ON THE OCCUPATIONAL STRUCTURE OF A DEVELOPING REGION IS EXAMINED THROUGH CHANGES IN MARKET PARTICIPATION, SECTORAL RELOCATION, WORK SPECIALIZATION, OCCUPATIONAL UPGRADING, THE BUREAUCRATIZATION OF WORK, AND THE DISTRIBUTION OF LABOR OVER OCCUPATIONAL CATEGORIES. DATA FROM A LONGITUDINAL (1966-1971) STUDY OF THE CONSTRUCTION OF A LARGE MANUFACTURING FACILITY IN NORTH CENTRAL ILLINOIS ARE COMPARED TO PARALLEL DATA FROM A CONTROL REGION ACROSS THE STATE. ALTHOUGH THE DISTRIBUTION OF LABOR OVER OCCUPATIONS REVEALED NO SIGNIFICANT SHIFTS, THE INDUSTRIALIZING AREA DEMONSTRATED A GENERAL TREND TOWARD GREATER PROPORTIONS OF LABOR IN MANAGERIAL AND SERVICE OCCUPATIONS.
NTIS: COM-74-10544/6 NTIS PRICES PC$4.25/MF$1.45

2316 INDUSTRIAL GUIDELINES FOR UNDERTAKING A HARD-CORE EMPLOYMENT PROGRAM AN ANALYTIC CASE STUDY OF THE EXPERIENCE OF AN URBAN INDUSTRIAL ORGANIZATION. MAR 71
FEIFER, IRWIN;AND OTHERS
MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 149P.
CASE STUDIES, DISADVANTAGED GROUPS, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, GUIDELINES, INTERVIEWS, JOB TRAINING, MANPOWER DEVELOPMENT, OCCUPATIONAL GUIDANCE, PERSONNEL MANAGEMENT, RECRUITMENT, SUPERVISORS, UNEMPLOYMENT, VOCATIONAL COUNSELING, HARD CORE EMPLOYMENT PROGRAMS
BASED ON AN ANALYTICALLY EVALUATIVE CASE STUDY OF A NEW YORK CITY FURNITURE DEPARTMENT STORES EXPERIENCES WITH A MANPOWER ADMINISTRATION CONTRACT, THIS REPORT DEALS WITH THE DEVELOPMENT AND PROGRESS OF THE PROGRAM AS ANALYZED BY ONE INVESTIGATOR THROUGH INTERVIEWS WITH ALMOST ALL OF THE PARTICIPANTS IN THE PROGRAM. AS A RESULT OF THE STUDY, SEVERAL RECOMMENDATIONS WERE MADE TO SERVE AS GUIDELINES FOR INDUSTRY PERSONNEL MANAGERS PLANNING TO UNDERTAKE TRAINING-EMPLOYMENT PROGRAMS FOR THE HARD-CORE DISADVANTAGED, INCLUDING (1) CONSIDER A HARD-CORE TRAINING PROGRAM ONLY WHEN THERE IS A CLEAR UNDERSTANDING OF THE TYPES AND NUMBER OF JOBS AVAILABLE FOR TRAINEES, (2) CONSIDER ALTERNATIVES TO EXTENSIVE PROGRAMS WHEN THERE IS A NEED FOR WORKERS IN LOW PAYING, UNSKILLED JOBS, (3) CONSIDER AS MANY SOURCES AS FEASIBLE WHEN RECRUITING, (4) INCLUDE REGULAR STAFF MEMBERS IN THE SELECTION PROCESS, (5) CAREFULLY ANALYZE EACH JOB, AND (6) MAKE A CONCERTED EFFORT TO INTERPRET THE NEED FOR SPECIAL TRAINING, EDUCATION AND COUNSELING FOR HARD-CORE TRAINEES WITH SUPERVISORS AND CO-WORKERS. (GEB)
ERIC: ED057220 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

(CONT.)
2316 (PH 199 461, MF $.95; SEE CATALOG FOR HARDCOPY PRICE)

2317 INDUSTRIAL MANPOWER CENTER, THE FIRST YEAR: REPORT ON AN EXPERIMENTAL AND DEMONSTRATION PROGRAM.
UNITED STATES R AND D CORP., NEW YORK, N.Y. BAY AREA MANAGEMENT COUNCIL, PITTSBURGH-ANTIOCH, CALIF.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 93P.
MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, EMPLOYMENT PROGRAMS, PROGRAM DESCRIPTIONS, DEMONSTRATION PROGRAMS, EXPERIMENTAL PROGRAMS, JOB PLACEMENT, JOB TRAINING, PROGRAM EVALUATION, TABLES (DATA), DISADVANTAGED GROUPS, EDUCATIONALLY DISADVANTAGED, CULTURALLY DISADVANTAGED
THIS IS A REPORT ON THE FIRST YEARS OPERATION OF A MAJOR JOB-READINESS AND JOB PLACEMENT PROGRAM IN AN URBAN FRINGE AREA NEAR THE SAN FRANCISCO BAY. IT INCLUDES CONTRACTORS CATEGORIES AND FULL INFORMATION ON TYPES AND NUMBERS OF PLACEMENTS. ALSO INCLUDED ARE NARRATIVES OF SUCCESSFUL PROGRAMATIC BREAKTHROUGHS AND DESCRIPTIONS OF AREAS WHICH HAVE CAUSED, OR CONTINUE TO CAUSE, PROGRAM DIFFICULTIES. THERE WERE SOME ANTICIPATED SUCCESSES--TRAINEES JUMPED BETWEEN TWO AND SEVEN GRADES IN EDUCATIONAL ATTAINMENT WITHIN 10 WEEKS--AND SOME UNANTICIPATED FAILURES. THERE ARE ALSO SOME TENTATIVE RESEARCH CONCLUSIONS WHICH MAY INFLUENCE NATIONAL MANPOWER POLICY, OR STIMULATE A HEATED CONTROVERSY. THE SO-CALLED UNTRAINABLE AND UNEDUCABLE MEN AND WOMEN COMING INTO THE PROGRAM TO PREPARE FOR A JOB, WERE ADVANCED SO QUICKLY, THAT NEW WORK AND EDUCATIONAL OPTIONS OPENED TO THEM A HIGH SCHOOL DIPLOMA AND COLLEGE ENTRANCE. DESPITE FIRST YEAR FAILURES, OVER 66 PERCENT OF THE GRADUATES WERE PERMANENTLY PLACED IN PRIVATE-INDUSTRY JOBS, AN INCREASING NUMBER OF TRAINEES BEGAN TO OBTAIN THEIR HIGH SCHOOL DIPLOMAS, AND AN EQUAL NUMBER WENT ON TO COLLEGE AND STAYED THERE. (AUTHOR)
AIM/ARM: VT013566

2318 INDUSTRIAL PSYCHOLOGY (A BIBLIOGRAPHY WITH ABSTRACTS) DEC 76
SHONYO, CAROLYN
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1964-DEC 76 196P
BIBLIOGRAPHIES, INDUSTRIAL PSYCHOLOGY, NTISNTIS
RESEARCH REPORTS ARE REFERENCED IN THEORETICAL AND APPLIED ASPECTS OF INDUSTRIAL PSYCHOLOGY. TOPICS RELATE TO THE PHYSICAL WORK ENVIRONMENT AS WELL AS PERSONNEL RELATIONS AND ATTITUDES. (THIS UPDATED BIBLIOGRAPHY CONTAINS 191 ABSTRACTS, 13 OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.)
NTIS: NTIS/PS-76/1006/6ST NTIS PRICES PC N01/MF N01

2319 INDUSTRIAL PSYCHOLOGY (A BIBLIOGRAPHY WITH ABSTRACTS) DEC 77
SHONYO, CAROLYN A.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1964-DEC 77 225P
BIBLIOGRAPHIES, INDUSTRIAL PSYCHOLOGY, NTISNTIS
RESEARCH REPORTS ARE REFERENCED IN THEORETICAL AND APPLIED ASPECTS OF INDUSTRIAL PSYCHOLOGY. TOPICS RELATE TO THE PHYSICAL WORK ENVIRONMENT AS WELL AS PERSONNEL RELATIONS AND ATTITUDES. (THIS UPDATED BIBLIOGRAPHY CONTAINS 220 ABSTRACTS, 29 OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.)
NTIS: NTIS/PS-77/1113/9ST NTIS PRICES PC N01/MF N01

2320 INDUSTRIAL RECRUITING EXPERIENCE IN SMALL CITY JOB MARKETS. 68
WRIGHT, EMMETT EARL
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 335P.; PH.D. DISSERTATION, ARKANSAS UNIVERSITY
COMMUNITY CHARACTERISTICS, CULTURAL FACTORS, DOCTORAL THESES, EMPLOYMENT OPPORTUNITIES, INDUSTRIAL PERSONNEL, LABOR MARKET, LABOR SUPPLY, MANPOWER UTILIZATION, RECRUITMENT, RURAL AREAS, UNEMPLOYMENT
WHEN EXAMINING THE EMPLOYMENT OPPORTUNITIES IN RURAL SURPLUS LABOR MARKETS, IT WAS FOUND THAT A MUCH GREATER LABOR SUPPLY IS AVAILABLE IN RURAL AREAS THAN IS APPARENT FROM UNEMPLOYMENT DATA. FURTHERMORE, THE BROAD OR ELASTIC CONCEPT OF LABOR SUPPLY IS MORE RELEVANT TO RURAL LABOR MARKETS THAN THE NARROW CONCEPT OF LABOR SUPPLY WHICH MEASURES THE NUMBER OF WORKERS AVAILABLE FOR ADDITIONAL JOBS IN TERMS OF UNEMPLOYMENT ONLY. THE CHARACTERISTICS OF AVAILABLE WORKERS WILL BE MORE DESIRABLE TO EMPLOYERS THAN INDICATED BY THE GENERAL CHARACTERISTICS OF THE UNEMPLOYED SINCE MOST WORKERS ARE RECRUITED FROM THE UNDEREMPLOYED, IN-MIGRANTS, UNDERPARTICIPANTS AND CURRENTLY EMPLOYED. ALSO, NEW FIRMS LOCATING IN SURPLUS LABOR AREAS WILL RECRUIT LABOR FORCES WITHOUT GREATLY ALTERING THE WAGE STRUCTURE OF THE AREA. ANOTHER IMPORTANT IMPLICATION OF THE ELASTIC CONCEPT IS THAT ADDITIONAL MANPOWER REQUIREMENTS MAY BE MET WITHOUT AFFECTING THE SUPPLY FOR PREVIOUS EMPLOYERS. FOR RURAL AREAS, THIS STUDY RECOMMENDS THE ELASTIC CONCEPT OF LABOR SUPPLY AS OPPOSED TO THE NARROW CONCEPT. (AUTHOR/GEB)
ERIC: ED058401 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 179 749, MF $.95; SEE CATALOG FOR HARDCOPY PRICE)

2321 INDUSTRIAL RELATIONS THESES AND DISSERTATIONS. 1972. ACCEPTED AT 26 UNIVERSITIES. MAY 74
LONGLEY, FREDERICK, ED.
CANADIAN DEPT. OF LABOUR, OTTAWA. LIBRARY. COMMITTEE OF UNIVERSITY INDUSTRIAL RELATIONS LIBRARIANS.
CONTRACT NO. 64

(CONT.)

2321 BIBLIOGRAPHIES, BIBLIOGRAPHIC CITATIONS, PUBLICATIONS, DOCTORAL THESES, MASTERS THESES, RESEARCH, INDUSTRIAL RELATIONS, EMPLOYER EMPLOYEE RELATIONSHIP
DIVIDED INTO THREE PARTS, THIS BIBLIOGRAPHY LISTS THE THESES AND DISSERTATIONS WRITTEN IN THE AREA OF INDUSTRIAL RELATIONS DURING THE 1972 ACADEMIC YEAR. DOCUMENTS INCLUDED WERE RECEIVED FROM 26 INSTITUTIONS OF HIGHER EDUCATION AND COOPERATING INDUSTRIAL RELATIONS CENTERS AND ALLIED UNIVERSITY RESEARCH ORGANIZATIONS. LISTED IN ALPHABETICAL ORDER BY KEY WORD OF FORWARDING INSTITUTION, THE ENTRIES INCLUDE THE ADDRESSES OF THE PARTICIPATING INDUSTRIAL RELATIONS CENTERS, THE NAMES OF THE LIBRARIANS AND/OR THESIS LIST COMPILERS, AND INFORMATION ON PHOTOGRAPHIC REPRODUCTIONS AND INTER-LIBRARY LOAN PROCEDURES. (SN)
AIM/ARM: VT100977

2322 INDUSTRIAL STRUCTURE, THE FLEXIBILITY OF WORKING HOURS, AND WOMENS LABOR FORCE PARTICIPATION DEC 76
KING, ALLAN G.
TEXAS UNIV. AT AUSTIN. POPULATION RESEARCH CENTER. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. DL-8-9-J-6-3891
NOTES: FINAL REPT. SEP-DEC 76 24P
FEMALES, INDUSTRIAL RELATIONS, ECONOMIC SURVEYS, LABOR FORCE PARTICIPATION, HOURS OF WORK, CHILD CARE, NTISLABASP
THIS PAPER ARGUES THAT THE IMPORTANCE OF A WOMANS TIME IN CHILD CARING AND OTHER FAMILY RESPONSIBILITIES PLACES A PREMIUM ON HER ABILITY TO SCHEDULE MARKET WORK AROUND THESE ACTIVITIES. IT TESTS THE HYPOTHESIS THAT THE VARIABILITY IN THE DISTRIBUTION OF HOURS OF WORK CONSTRAINS A WOMANS ABILITY TO COORDINATE THESE ACTIVITIES AND THEREBY AFFECTS HER LABOR FORCE PARTICIPATION. THE DISTRIBUTION OF HOURS OF WORK FROM WHICH A WOMAN CAN CHOOSE IS ASSUMED TO BE DICTATED BY THE INDUSTRIAL STRUCTURE OF PRODUCTION. THE HYPOTHESIS IS TESTED USING 1970 CENSUS DATA FOR A SAMPLE OF STANDARD METROPOLITAN STATISTICAL AREAS (SMSAS) AND IS FOUND TO HAVE VALIDITY AMONG MOTHERS WITH PRE-SCHOOL CHILDREN, A GR P FOR WHOM THIS REASONING SEEMS HIGHLY APPROPRIATE.
NTIS: PB-262 328/8ST NTIS PRICES PC A02/MF A01

2323 INDUSTRIAL TECHNOLOGY - TECHNICAL INSTITUTE TRAINING 0-68--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. NOV 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, INDUSTRIAL TECHNOLOGY, INSTITUTES (TRAINING PROGRAMS), JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066485

2324 INDUSTRIAL TRAINING HANDBOOK. 69
BARBER, JOHN W., ED.
NOTES: 407P.
CASE STUDIES (EDUCATION), INDUSTRIAL TRAINING, JOB ANALYSIS, LEGISLATION, MANUALS, OPERATIONS RESEARCH, ORGANIZATIONS (GROUPS), PROGRAM COSTS, PROGRAM PLANNING, RECRUITMENT, SELECTION, TEACHING METHODS, TECHNICAL EDUCATION, TECHNICAL INSTITUTES, TRAINING TECHNIQUES, VOCATIONAL RETRAINING, GREAT BRITAIN
THIS INDUSTRIAL TRAINING HANDBOOK COVERS THE FOLLOWING AREAS PREPARATORY CONSIDERATIONS: TRAINING METHODS AND TECHNIQUES: TRAINING FOR SPECIFIC FUNCTIONS: AND ESTABLISHED ORGANIZATIONS. PART I EXAMINES THE EXTENSION AND RE-DESIGNING OF TECHNICAL COLLEGES SINCE THE 1920S AND THE PRESENT INTEGRATION OF THE WORK OF COLLEGES WITH THE NEEDS OF INDUSTRY. TOPICS TREATED IN THIS SECTION ARE EFFECTIVE USE OF MANPOWER: THE INDUSTRIAL TRAINING ACT: INDUSTRY AND THE TECHNICAL COLLEGES: AND THE TRAINING FUNCTION IN THE WORKING ORGANIZATION. PART II DEALS WITH EFFECTIVE RECRUITMENT AND SELECTION: INTERVIEWING TECHNIQUES: JOB ANALYSIS: INITIATING, PLANNING, AND TIME-TABLING OF TRAINING: THE COST AND EVALUATION OF TRAINING: AND OPERATIONAL RESEARCH. PART III TREATS THE USE OF THE CONCEPT APPROACH, PROGRAMED LEARNING, AUDIOVISUAL AIDS, LECTURING, GROUP DISCUSSION, PROJECTS, AND CASE STUDIES. THE WIDE RANGE OF AREAS COVERED IN THE FOURTH PART INCLUDES MANAGEMENT, SUPERVISORY, TECHNICAL GRADUATE, TECHNICIAN, SAFETY, AND APPRENTICESHIP TRAINING. THE FINAL SECTION INCLUDES THE ORIGINS AND OBJECTIVES, HISTORY AND COMPOSITION OF ESTABLISHED ORGANIZATIONS -- BRITISH ASSOCIATION FOR COMMERCIAL AND INDUSTRIAL EDUCATION, BRITISH INSTITUTE OF MANAGEMENT, AND CITY AND GUILDS OF LONDON, AMONG OTHERS. (NL)
ERIC: ED030986 A. S. BARNES + COMPANY, BOX 421, CRANBURY, N.J. 08512

2325 INDUSTRIAL WORK EXPERIANCE II. CURRICULUM GUIDE. GENERAL RELATED STUDY UNITS. APR 77
VIRGINIA POLYTECHNIC INST. AND STATE UNIV., BLACKSBURG. DIV. OF VOCATIONAL-TECHNICAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.; VIRGINIA STATE DEPT. OF EDUCATION, RICHMOND. DIV. OF VOCATIONAL EDUCATION.
GRANT NO. G12-75-4007
NOTES: 235P.; FOR A RELATED DOCUMENT SEE CE 011 522 AND ED 134 722
BEHAVIORAL OBJECTIVES, COMMUNICATION SKILLS, COOPERATIVE EDUCATION, CURRICULUM GUIDES, DAILY LIVING SKILLS, HIGH SCHOOL CURRICULUM, INSTRUCTIONAL MATERIALS, JOB SKILLS, LEARNING ACTIVITIES, LESSON PLANS, SENIOR HIGH SCHOOLS, SKILL DEVELOPMENT, TRADE AND INDUSTRIAL EDUCATION, TRANSPARENCIES, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS
DEVELOPED FOR USE WITH SECOND YEAR INDUSTRIAL WORK EXPERIANCE (IWE) STUDENTS, THIS GUIDE PRESENTS BASIC SAMPLE INSTRUCTIONAL MATERIALS FOR THE IWE PROGRAM. EACH OF THE 10 UNITS CONTAINS AT LEAST TWO LESSON PLANS. THE LESSON PLAN FORMAT INCLUDES THE SUBJECT, OBJECTIVE, TEACHING AIDS, MATERIALS, REFERENCES, PREPARATION (OF THE LEARNER), PRESENTATION (OF THE INFORMATION, WHICH INCLUDES AN OUTLINE OF INSTRUCTIONAL TOPICS AND KEY POINTS), APPLICATION, TEST, AND SUGGESTED ACTIVITIES. UNIT TITLES ARE SELECTING THE JOB YOU WANT, MORE ON COMMUNICATION, ADVANCED EMPLOYER-EMPLOYEE RELATIONS, CURRENT PROBLEMS IN INDUSTRY, INSURANCE, MORE ON INCOME TAXES, CONSUMER DECISION MAKING, CITIZEN RESPONSIBILITIES, CORPORATIONS, PARTNERSHIPS, AND YOU, AND POST HIGH SCHOOL EDUCATION AND TRAINING. TRANSPARENCY MASTERS AND SAMPLES OF STUDENT HANDOUT MATERIALS ARE INCLUDED. (HD)
ERIC: ED142711

2326 THE INDUSTRIALIZATION OF SOUTHERN RURAL AREAS. A STUDY OF INDUSTRY AND FEDERAL ASSISTANCE IN SMALL TOWNS WITH RECOMMENDATIONS FOR FUTURE POLICY. 68
ABT ASSOCIATES, INC. CAMBRIDGE, MASS. ECONOMIC DEVELOPMENT ADMINISTRATION (DOC), WASHINGTON, D.C. OFFICE OF ECONOMIC RESEARCH.
NOTES: 212P.
ECONOMIC DEVELOPMENT, EMPLOYMENT OPPORTUNITIES, FEDERAL AID, INDUSTRIALIZATION, LABOR FORCE, LABOR MARKET, LEADERSHIP, NEGROES, PLANNING, POLICY FORMATION, PROGRAM COORDINATION, RURAL AREAS, RURAL DEVELOPMENT, SOCIAL SERVICES, SOUTHERN STATES, ECONOMIC DEVELOPMENT ADMINISTRATION, EDA
INCORPORATING FIELD STUDIES AND LITERATURE REVIEWS, 2 CITIES AND 2 TOWNS IN MISSISSIPPI AND SOUTH CAROLINA WERE INVESTIGATED TO DETERMINE THE SOCIOECONOMIC IMPACT OF SOUTHERN RURAL INDUSTRIALIZATION AND TO AID THE ECONOMIC DEVELOPMENT ADMINISTRATION (EDA) IN DEVELOPING POLICY RELATIVE TO ALLOCATION OF FUNDS. VISITING EACH TOWN/CITY 3 TIMES AND EMPLOYING OPEN-ENDED INTERVIEW TECHNIQUES, INTERVIEWING INCLUDED OFFICIALS; PLANT AND PERSONNEL MANAGERS; FORMAL INSTITUTION REPRESENTATIVES; KNOWLEDGEABLES NOT REPRESENTING INSTITUTIONS; EMPLOYED AND UNEMPLOYED INDUSTRIAL WORKERS AND UNEMPLOYED ADULTS LACKING INDUSTRIAL EXPERIENCE; AND STATE AND FEDERAL AGENCY REPRESENTATIVES. BASED ON THE FINDINGS, MAJOR POLICY RECOMMENDATIONS WERE (1) SELECTED SMALL TOWNS FOUND TO ACT AS LARGE LABOR MARKET CENTERS SHOULD BE INCLUDED IN EDAS GROWTH CENTER DEVELOPMENT SCHEME WITH TOP PRIORITY GIVEN TO IDENTIFYING AND DEVELOPING LABOR FORCE POTENTIAL AND DEVELOPING EMPLOYMENT; (2) IF NEGROES ARE TO BE AFFECTED, CURRENT INDUSTRY SUBSIDIZATION SCHEMES SHOULD BE REPLACED BY LABOR (WAGE) SUBSIDIES ADMINISTERED AT HIGHER THAN LOCAL LEVEL; (3) BETTER COMPREHENSIVE PROGRAMS AND MORE PROGRAM COORDINATION IS NEEDED IN TOWNS RECEIVING EDA ASSISTANCE; AND (4) LEADERSHIP AND PLANNING CAPABILITY MUST BE IMPROVED WITHIN CENTERS AND FUNDS SHOULD BE DEVOTED TO THIS WITHIN DEVELOPMENT DISTRICT PROGRAMS. (JC)
ERIC: ED111574

2327 INDUSTRY HIRING REQUIREMENTS AND THE EMPLOYMENT OF DISADVANTAGED GROUPS. 70
DIAMOND, DANIEL E.;BEDROSIAN, HRACH
NEW YORK UNIV., N.Y. SCHOOL OF COMMERCE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 399P.
DISADVANTAGED GROUPS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT QUALIFICATIONS, MANPOWER UTILIZATION, MINORITY GROUPS, NEGRO EMPLOYMENT, OCCUPATIONAL SURVEYS, PROMOTION (OCCUPATIONAL), SAMPLING, UNEMPLOYED, NEW YORK CITY, SAINT LOUIS
IN AN ATTEMPT TO IMPROVE THE ECONOMIC WELL-BEING OF THE DISADVANTAGED, THIS STUDY INVESTIGATED THE POSSIBILITY THAT EXCESSIVE HIRING REQUIREMENTS MIGHT BE A MAJOR FACTOR IN UNEMPLOYMENT OF PARTICULAR GROUPS IN THE POPULATION. THIS WAS ACCOMPLISHED BY SURVEYING A RANDOM SAMPLE OF EMPLOYERS IN 10 MAJOR ENTRY AND NEAR-ENTRY LEVEL OCCUPATIONS IN THE NEW YORK AND ST. LOUIS STANDARD METROPOLITAN STATISTICAL AREAS. ACCURACY WAS ASSURED BY A 14-MONTH PRETEST EVALUATION OF RESEARCH DESIGN AND MATERIALS, AND THE COLLECTED DATA WERE ANALYZED TO COMPARE VARIATIONS IN HIRING REQUIREMENTS WITH MEASURES OF JOB PERFORMANCE. THE STUDY FOUND THAT ARTIFICIALLY HIGH EMPLOYMENT STANDARDS PROBABLY HAVE HURT BOTH THE DISADVANTAGED AND THE INDUSTRY ITSELF BY CREATING MANPOWER SHORTAGES. BETTER MATCHING OF SKILLS AND JOBS COULD REDUCE TURNOVER, RELIEVE MANPOWER SHORTAGES, AND INCREASE EMPLOYMENT. (BH)
ERIC: ED050231 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VA. 22151 (PB 191278, MF $0.95; HC $3.00)

2328 INDUSTRY-EDUCATION COLLABORATIVE EFFORTS IN YOUTH EMPLOYMENT. 76
CLARK, DONALD M.
NOTES: 15P.
CAREER EDUCATION, CITIZENS COUNCILS, DELIVERY SYSTEMS, EDUCATIONAL COORDINATION, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT PROGRAMS, EMPLOYMENT PROJECTIONS, EMPLOYMENT SERVICES, EMPLOYMENT TRENDS, JOB PLACEMENT, LABOR FORCE, LABOR

(CONT.)

2328 MARKET, SCHOOL INDUSTRY RELATIONSHIP, SECONDARY EDUCATION, YOUTH EMPLOYMENT, YOUTH OPPORTUNITIES, INDUSTRY EDUCATION COUNCILS

INCREASING ATTENTION IS BEING PAID TO LINKING EDUCATION AND THE MARKET PLACE TO PREPARE YOUTH FOR A PRODUCTIVE ROLE IN WORK. THREE AREAS CONSTITUTE THE INGREDIENTS FOR DEVELOPING A REALISTIC STRATEGY (1) CHANGES IN THE MARKET PLACE, (2) A DELIVERY SYSTEM FOR INCREASED YOUTH EMPLOYMENT, AND (3) LOCAL INDUSTRY-EDUCATION COUNCILS. OVER THE NEXT DECADE SIGNIFICANT CHANGES WILL HAVE IMPACT ON THE EMPLOYMENT SITUATION FOR YOUTH AND WILL REQUIRE MAJOR ADJUSTMENTS IN THE EDUCATIONAL PROGRAMS FOCUSING ON SCHOOL-TO-WORK TRANSITION. SOME OF THESE TRENDS ARE TECHNOLOGICAL CHANGES, OCCUPATIONAL CHANGES FROM GOODS TO SERVICES, NEW MARKET AREAS PRIMARILY IN THE SOUTH AND SOUTHWEST, A RISE IN EDUCATIONAL REQUIREMENTS, HIGHER INCOMES, DECLINING BIRTHRATE, AND MORE WOMEN AND BLACKS IN THE WORK FORCE. A DELIVERY SYSTEM FOR YOUTH EMPLOYMENT SHOULD FOCUS ON SCHOOL-TO-WORK TRANSITION, WITH INDUSTRY AND EDUCATION COLLABORATING ON THE FOLLOWING STATEMENT OF GOALS, STAFF DEVELOPMENT PROGRAMS IN CAREER EDUCATION, SCHOOL BUILDING COORDINATORS IN CAREER EDUCATION, CURRICULUM RESTRUCTURING TO REFLECT CAREER EDUCATION CONCEPTS, CAREER INFORMATION/RESOURCE CENTERS, JOB PLACEMENT SERVICES (INCLUDING NEEDS ASSESSMENT, JOB DEVELOPMENT, STUDENT DEVELOPMENT, PLACEMENT, AND FOLLOWUP), SCHOOL BUILDING-EMPLOYER PARTNERSHIPS, AND TASK FORCES OF VOLUNTEER CAREER CONSULTANTS. INDUSTRY-EDUCATION COUNCILS CAN LINK THE MARKET PLACE AND THE DELIVERY SYSTEM ON THE LOCAL LEVEL AS REPRESENTATIVES OF BUSINESS, EDUCATION, LABOR, GOVERNMENT, AGRICULTURE, AND THE PROFESSIONS WORK TOGETHER ON COORDINATION OF SCHOOL INDUSTRY COOPERATIVE EFFORTS. (LMS)

ERIC: ED139918

2329 AN INDUSTRY-OCCUPATIONAL FORECAST INCORPORATING TECHNOLOGICAL CHANGE FOR LOCAL/REGIONAL MANPOWER PLANNING 1976

IACOBELLI, J.L.; PUCZYK, J.P.

ACADEMY OF MANAGEMENT REVIEW, VOL.1, NO.2, APRIL 1976, P. 121-126. BIBLIOG. 1

EMPLOYEE FORECASTING, FORECASTING, INDUSTRIAL RELATIONS, LABOR MARKET, PLANNING, REGRESSION ANALYSIS, STATISTICAL MODEL, SUPPLY AND DEMAND, TECHNOLOGICAL CHANGE

ALTHOUGH NATIONAL MANPOWER PROJECTIONS ARE MADE PERIODICALLY THESE ARE NOT VERY USEFUL AT THE REGIONAL OR LOCAL LEVEL BECAUSE OF VARYING INDUSTRIAL CONCENTRATIONS. A MULTIPLE REGRESSION MODEL WHICH INCORPORATES TECHNOLOGICAL CHANGE FORECASTS AND UTILIZES ONLY PUBLISHED DATA IS PRESENTED AND SUGGESTED FOR USE IN MAKING REGIONAL AND LOCAL MANPOWER DEMAND FORECASTS.

MGMT: AMR7600121

2330 AN INDUSTRY-SPECIFIC APPROACH TO LAYOFF TIME TRAINING, THE JOB ADVANCEMENT TRAINING PROGRAM 12 SEP 73

MCGRATH, WILLIAM T.

UNITED STATES R AND D CORP., NEW YORK. MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

CONTRACT NO. DL-82-34-70-31

NOTES: FINAL REPT. 1 JUL 72-31 AUG 73 63P

UNSKILLED WORKERS, SPECIALIZED TRAINING, NTISLABPEU

THE PROJECT WAS A DEMONSTRATION PROGRAM DESIGNED BY PRIVATE INDUSTRY (THE USR+D CORP., NY) TO TEST THE VIABILITY OF OPERATING A SUCCESSFUL NON-SKILLS LAYOFF TIME TRAINING PROGRAM (LOTT) IN CERTAIN SEASONAL INDUSTRIES. FROM PREVIOUS EXPERIENCE WITH LOTT, THE PROJECT HYPOTHESIZED THAT WHEN AN INDUSTRY MEETS CERTAIN SPECIFIC CRITERIA THEN EMPLOYERS, UNIONS AND LOCKED-IN WORKERS IN THAT INDUSTRY WILL PERCEIVE VALUE IN AND RESPOND POSITIVELY TO A NON-SKILLS LOTT PROGRAM. SUCH A TRAINING PROGRAM WAS DESIGNED AND SUCCESSFULLY OPERATED IN AN INDUSTRY MEETING THE DEFINED SCREENING CRITERIA. THESE OPERATIONS PROVIDE EVIDENCE THAT THE SCREENING CRITERIA MAY BE VALID PREDICTORS OF WHETHER A GIVEN INDUSTRY IS AN APPROPRIATE SETTING FOR A NON-SKILLS LOTT PROGRAM.

NTIS: PB-257 221/2ST NTIS PRICES PC$4.50/MF$3.00

2331 INEQUALITY IN JOB SATISFACTION. 1 MAR 76

FARRELL, DAN

NOTES: 25P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE MIDWESTERN SOCIOLOGICAL SOCIETY (ST. LOUIS, MISSOURI, APRIL 21-24, 1976)

ANALYSIS OF VARIANCE, FEMALES, INCOME, INTERVIEWS, JOB SATISFACTION, MALES, OCCUPATIONAL CLUSTERS, RESEARCH PROJECTS, STATUS, VOCATIONAL ADJUSTMENT, WORK ATTITUDES

THE RELATIONSHIP BETWEEN OCCUPATIONAL GROUPS AND LEVEL OF OVERALL JOB SATISFACTION IS EXAMINED FOR A 1972-1973 U.S. SAMPLE OF MALES AND FEMALES. ANALYSIS EMPLOYING ANCOVA AND DUMMY VARIABLES FOUND SOME SUPPORT FOR THE RELATIONSHIP BETWEEN THE VARIABLES. SIGNIFICANT BETWEEN-GROUP DIFFERENCES WERE FOUND FOR MALES BUT NOT FOR FEMALES. INTRODUCTION OF EARNINGS, EDUCATION, AND JOB TENURE AS COVARIANTS DID NOT ELIMINATE THE RELATIONSHIP BETWEEN OCCUPATIONAL GROUPS AND OVERALL JOB SATISFACTION. TESTS FOR INTERACTIONS REVEALED THAT HIGH INCOME CAN GREATLY INCREASE JOB SATISFACTION, ESPECIALLY IN THE CASE OF OCCUPATIONS WHICH ARE NOT HIGH IN PRESTIGE. FINALLY, A DECOMPOSITION OF THE BETWEEN GROUP VARIANCE REVEALED THAT THE OCCUPATIONAL GROUPS WERE MORE IMPORTANT IN TERMS OF EXPLANATORY POWER THAN EITHER THE COVARIATES OR THE JOINT EFFECTS. (AUTHOR)

ERIC: ED142898

2332 INEQUITIES IN INCOME SECURITY NOV 76

ROSENMAN, LINDA

SOCIAL WORK:21:6:472-477

SEX DISCRIMINATION, ECONOMIC DISADVANTAGEMENT, WORKING WOMEN, DISCRIMINATORY ATTITUDES (SOCIAL), LABOR FORCE, FINANCIAL PROBLEMS, HOUSEWIVES, STATE OF THE ART REVIEWS,

(CONT.)

2332 FEMALES, SOCIAL SECURITY
WHETHER WOMEN CHOOSE TO WORK IN THE HOME OR IN BUSINESS, THEY RECEIVE THE WORST OF BOTH WORLDS IN TERMS OF PROTECTION AGAINST POVERTY. THE AUTHOR DESCRIBES HOW THE INCOME SECURITY PROGRAM DISCRIMINATES AGAINST WOMEN AND PRESENTS WAYS OF ELIMINATING THE INJUSTICE. (AUTHOR)
ERIC: EJ147869

2333 INEXPERIENCED WORKERS IN THE LABOR MARKET. APR 71
ORTON, ELIOT SMITH
CORNELL UNIV., ITHACA, N.Y. DEPT. OF ECONOMICS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 157P.; PH.D. DISSERTATION, CORNELL UNIVERSITY
EMPLOYMENT EXPERIENCE, EMPLOYMENT TRENDS, ENTRY WORKERS, EXPERIENCED LABORERS, LABORERS, LABOR MARKET, LABOR SUPPLY, WAGES, WORK EXPERIENCE
THIS REPORT EXAMINES THE WAGES AND QUALITY OF A SAMPLE OF NEW HIRES BY LARGE FIRMS (OVER 500 EMPLOYEES) OVER A PERIOD OF SEVEN YEARS. IN MANUAL OCCUPATIONS WORKERS WITH FULLY QUALIFYING WORK EXPERIENCE WERE FOUND TO RECEIVE ENTRY WAGES NOT SIGNIFICANTLY DIFFERENT FROM ENTRY WAGES RECEIVED BY WORKERS WITH NO PREVIOUS WORK EXPERIENCE. THIS PLACED THE INEXPERIENCED, LESS PRODUCTIVE WORKERS AT A DISADVANTAGE AND IT WAS FOUND THAT THE PROPORTION OF INEXPERIENCED WORKERS IN THE TOTAL OF NEW HIRES DECREASED WHEN THE TOTAL NUMBER OF HIRES DECREASED AND WHEN THE SUPPLY OF EXPERIENCED WORKERS INCREASED. IN CLERICAL OCCUPATIONS A LARGER DEGREE OF WAGE DIFFERENTIATION WITH RESPECT TO PREVIOUS EXPERIENCE WAS OBSERVED AND NO SYSTEMATIC RELATIONSHIP OBTAINED BETWEEN THE PROPORTION OF WORKERS OF VARIOUS SKILL LEVELS AND THE NUMBER OF NEW HIRES OR THE SUPPLY OF EXPERIENCED WORKERS. (AUTHOR)
ERIC: ED081951 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199 902, MF $1.45, HC $3.00)

2334 INFLATION - HANGING IN THERE 1975
NELSON, W.G. IV.
FINANCIAL EXECUTIVE, VOL.43, NO.2, FEBRUARY 1975, P. 32+.
COMMODITIES, DEVALUATION, ECONOMIC GROWTH, ECONOMIC THEORY, ECONOMICS, FIFO, GOVERNMENTAL CONTROL, INFLATION, INTEREST RATES, LABOR UNIONS, LIFO, PRICE STRUCTURE, PROFIT, RECESSION, SALARY ADMINISTRATION, UNEMPLOYMENT, WAGES
INFLATION CAUSES CHANGE IN ALL ASPECTS OF BUSINESS. RECESSION AS ANTI-INFLATIONARY DEVICE DECLINES WITH ASCENT OF COST-PUSH INFLATION PSYCHOLOGY.
MGMT: FEX7500032

2335 INFLATION AND DOMESTIC ECONOMIC POLICY 1975
SOMMERS, A.T.
FINANCIAL ANALYSTS JOURNAL, VOL.31, NO.1, JAN/FEB 1975, P. 18-22.
ECONOMIC POLICY, ECONOMIC THEORY, ECONOMICS, FEDERAL GOVERNMENT, FISCAL POLICY, FREE ENTERPRISE, GOVERNMENT SPENDING, INFLATION, INVESTMENT, PRICE CONTROL, TAXATION, UNEMPLOYMENT, WAGES
INFLATION RESULTS FROM THE CONFLICT BETWEEN SOCIAL PROGRESSIVISM AND ECONOMIC CONSERVATISM.
MGMT: FIA75A0018

2336 INFLATION AND UNEMPLOYMENT IN THE LONG RUN 1977
KORLIRAS, P.G.
JOURNAL OF ECONOMICS AND BUSINESS, VOL.29, NO.2, WINTER 1977, P. 99-106. BIBLIOG. 18
ECONOMICS, INFLATION, QUANTITATIVE METHODS, UNEMPLOYMENT
A PHILLIPS CURVE IS DERIVED FOR A MODEL WHOSE STEADY-STATE EXHIBITS PERSISTENT QUASI-EQUILIBRIA. THREE ALTERNATIVE SETTINGS ARE CONSIDERED NONE, EXOGENOUS, AND ADAPTIVE ENDOGENOUS INFLATIONARY EXPECTATIONS.
MGMT: JE377M0099

2337 INFLATION IN THE UNITED STATES, 1959-74: ITS IMPACT ON EMPLOYMENT, INCOMES AND INDUSTRIAL RELATIONS 1975
FREEDMAN, D.H.
INTERNATIONAL LABOUR REVIEW, VOL.112, NO.2-3, AUG-SEP 1975, P. 125-147.
ECONOMIC TRENDS, ECONOMICS, EMPLOYMENT POLICY, INCOME, INDUSTRIAL RELATIONS, INFLATION, UNITED STATES, WAGES
TRACES THE EVOLUTION OF THE INFLATION PROBLEM SINCE 1959 ONWARDS. THIS ARTICLE ANALYSES THE IMPACT OF THE RAPID RATE OF INFLATION ON THE NATIONAL INCOME, EARNING. ALSO THE IMPACT IS SEEN ON INDUSTRIAL RELATIONS.
MGMT: IRE7520125

2338 INFLATION, STOCK PRICES AND JOB CREATION 1977
ILETI, S.D.; MCCONNELL, W.S.
FINANCIAL ANALYSTS JOURNAL, VOL.33, NO.2, MARCH/APRIL 1977, P. 25-29,62. BIBLIOG. 3
ECONOMICS, EQUITY, FINANCE, INFLATION, INTEREST RATES, STOCK MARKET, TAX CREDIT, UNEMPLOYMENT
THE RELATIONSHIP BETWEEN CORPORATE FUNDING AND THE STATE OF THE ECONOMY REQUIRES A REALIGNMENT IN ORDER TO SPUR EMPLOYMENT RATES. INVESTOR FUNDING ALLOWS BUSINESS TO EXPAND WITHOUT BORROWING AT INFLATIONARY RATES, WHICH, IN TURN, RELAXES INFLATIONARY TRENDS AND MAKES THE STOCK MARKET A SOUND INVESTMENT.
MGMT: FIA77C0025

2339 INFLATION, UNEMPLOYMENT AND STABILIZATION POLICY 1976
SOMMERS, A.T.
CONFERENCE BOARD RECORD, VOL.13, NO.9, SEPT 1976, P. 52-64.
BUSINESS CYCLE, DEBT, ECONOMICS, FEDERAL RESERVE SYSTEM, FINANCE, FISCAL POLICY, GOVERNMENT SPENDING, INFLATION, LABOR MARKET, LABOR UNIONS, MINIMUM WAGE, PUBLIC ADMINISTRATION, RECESSION, UNEMPLOYMENT
EXAMINES THE AMERICAN ECONOMIC SITUATION AND THE OPTIONS AVAILABLE TO IMPROVE ECONOMIC PERFORMANCE IN AN ATTEMPT BY THE PUBLIC AGENDA FOUNDATION TO PROVIDE POLITICAL CANDIDATES WITH INFORMATION AND AN UNDERSTANDING OF THE ISSUES.
MGMT: C3R76I0052

2340 INFLATION-AN ECONOMIC OR POLITICAL PROBLEM 1974
LEVY, S.J.
AMERICAN STATISTICAL ASSN PROCEEDINGS OF THE BUSINESS AND ECONOMICS STATISTICS SECTION, 1974, P. 118-121.
ECONOMICS, EMPLOYMENT POLICY, FORECASTING, INFLATION, LABOR, POLITICS, QUANTITATIVE METHODS
THE DISCUSSION ON INFLATION IN TERMS OF VARIABLES DEFINING PROFIT SHOWS CURRENT MISCONCEPTION LEADING TO LABOR, BUSINESS AND POLITICAL POLICIES THAT CONTINUE THE CONDITION. SPECIFIC FORECASTS AND CURES ARE GIVEN.
MGMT: AS874S0116

2341 THE INFLATION-UNEMPLOYMENT TRADEOFF AND PUBLIC EMPLOYMENT. WORKING PAPERS. MAY 71
BARTH, MICHAEL C.;GRAMLICH, EDWARD M.
OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C. OFFICE OF PLANNING, RESEARCH, AND EVALUATION.
NOTES: 25P.
CONSUMER ECONOMICS, ECONOMICALLY DISADVANTAGED, ECONOMIC CLIMATE, ECONOMIC FACTORS, ECONOMICS, EMPLOYMENT, EMPLOYMENT LEVEL, EMPLOYMENT PROGRAMS, EMPLOYMENT TRENDS, LABOR ECONOMICS, LABOR MARKET, MANPOWER UTILIZATION, PUBLIC POLICY, UNEMPLOYED, UNEMPLOYMENT, WELFARE
THE INITIAL DISCUSSION FOCUSES ON THE DILEMMA POSED BY THE FACT THAT INFLATION AND UNEMPLOYMENT CANNOT SIMULTANEOUSLY BE ELIMINATED WITH THE MACRO-ECONOMIC POLICIES ALONE. TO OPT FOR CONTROLLING INFLATION MEANS A DELAY IN DEALING WITH AN ALREADY SERIOUS POVERTY PROBLEM. SUGGESTIONS FOR DEALING WITH THE INFLATION-UNEMPLOYMENT DILEMMA ARE CLASSIFIED INTO 2 GROUPS (1) THOSE WHICH SEEK TO REMOVE THE CAUSES: AND (2) THOSE WHICH FOCUS ON THE SYMPTOMS. THIS PAPER SPECIFICALLY ADDRESSES ITSELF TO THE QUESTION OF WHETHER, IN DEALING WITH THE SYMPTOMS VIA PUBLIC EMPLOYMENT PROGRAMS, THE DILEMMA IS WORSENED. A SIMPLE DERIVATION OF THE INFLATION-UNEMPLOYMENT TRADE-OFF (KNOWN AS THE PHILLIPS CURVE) IS PRESENTED. IT IS THEN USED TO ANALYZE THE POTENTIAL EFFECTS OF PUBLIC EMPLOYMENT ON THE TRADE-OFF. IT IS CONCLUDED THAT INCOME GUARANTEES DO HAVE INFLATIONARY COSTS: HOWEVER, THE AUTHORS DO FEEL THAT, WHENEVER POSSIBLE, JOB VACANCIES SHOULD BE FILLED VIA PUBLIC EMPLOYMENT PROGRAMS. (TL)
ERIC: ED053397

2342 INFLATION: IS IT CONTROLLABLE 1974
PETERSON, W.C.
SLOAN MANAGEMENT REVIEW, VOL.16, NO.1, FALL 1974, P. 1-15. BIBLIOG. 10
CONTROLLED ECONOMY, ECONOMICS, INFLATION, UNEMPLOYMENT, WAGES
THE AUTHOR EXAMINES THE TRADE-OFF BETWEEN INFLATION AND UNEMPLOYMENT AND RECENT EXPERIENCE WITH INFLATION CONTROL. THE AUTHOR GIVES US HIS VIEWS ON HOW TO CONTROL THE ECONOMY.
MGMT: SMR74R0001

2343 THE INFLUENCE OF FERTILITY ON THE LABOR FORCE BEHAVIOR OF MARRIED WOMEN APR 76
SCHULTZ, T. PAUL
YALE UNIV., NEW HAVEN. DEPT. OF ECONOMICS. ASSISTANT SECRETARY FOR POLICY, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C. OFFICE OF RESEARCH AND EVALUATION.
CONTRACT NO. DL-8-9-M-5-1315
NOTES: TECHNICAL ANALYSIS PAPER (FINAL) FEB 75-APR 76 94P
FEMALES, FERTILITY, LABOR ESTIMATES, NTISLABASP
IN THIS PAPER ESTIMATES OF THE DETERMINANTS OF LABOR MARKET BEHAVIOR OF MARRIED U.S. WOMEN ARE REPORTED. IN THESE ESTIMATES, FERTILITY IS TREATED AS JOINTLY AND SIMULTANEOUSLY DETERMINED WITH CURRENT LABOR FORCE BEHAVIOR OF WIVES. PERMANENT MARKET WAGE RATES OF THE HUSBAND AND WIFE ARE INDIRECTLY IMPUTED FOR ALL HUSBANDS AND WIVES SINCE CURRENT WAGES OF WIVES IN PARTICULAR REFLECT PAST FERTILITY AND LABOR MARKET CHOICES. THIS PAPER HAS PROPOSED THAT CURRENT INFORMATION REGARDING ACTUAL AND EXPECTED TRENDS IN FERTILITY BE EMPLOYED IN THE FUTURE TO IMPROVE BOTH SHORT RUN AND LONG RUN LABOR FORCE PROJECTIONS FOR MARRIED WOMEN, THE MOST RAPIDLY GROWING AND VOLATILE SEGMENT OF THE U.S. LABOR FORCE.
NTIS: PB-258 527/9ST NTIS PRICES PC A05/MF A01

2344 INFLUENCE OF INTERNAL AND EXTERNAL CONTROL OF REINFORCEMENT UPON PARTICIPATION AND LEARNING IN VOCATIONAL EDUCATION. AUG 72
LANGAN, PAUL E.
NOTES: 95P.; ED.D. DISSERTATION, MISSOURI UNIVERSITY, COLUMBIA
ACADEMIC ASPIRATION, ACTIVITY LEARNING, DOCTORAL THESES, EDUCATIONAL RESEARCH, INDIVIDUAL DIFFERENCES, LEARNING, LEARNING MOTIVATION, PARTICIPANT INVOLVEMENT, POST SECONDARY EDUCATION, REINFORCEMENT, SECONDARY GRADES, STUDENT PARTICIPATION, VOCATIONAL

(CONT.)

2344 EDUCATION

THIS STUDY USED 889 ELEVENTH GRADE STUDENTS AND 70 VOCATIONAL EDUCATION STUDENTS ENROLLED IN COOPERATIVE EDUCATION PROGRAMS TO DETERMINE THE INFLUENCE OF INTERNAL AND EXTERNAL CONTROL OF REINFORCEMENT UPON PARTICIPATION AND LEARNING IN VOCATIONAL EDUCATION. RESULTANT FINDINGS INCLUDE (1) SEX WAS NOT A DETERMINANT OF EXTERNALITY. THE INTERNAL-EXTERNAL VARIABLE DID NOT EXERT A DIFFERENTIAL EFFECT UPON MALE AND FEMALE STUDENTS, (2) STUDENTS WHO VIEW REINFORCEMENT AS BEING CONTINGENT UPON THEIR OWN BEHAVIOR (INTERNALS), RECALL MORE DIRECTLY AND INDIRECTLY RELATED OCCUPATIONAL INFORMATION THAN STUDENTS WHO VIEW REINFORCEMENT AS BEING DEPENDENT UPON OTHERS (EXTERNALS), AND (3) INTERNALS RECAL MORE SHORT-TERM DIRECTLY AND INDIRECTLY RELATED OCCUPATIONAL INFORMATION IN VOCATIONAL COOPERATIVE EDUCATION WHEN MEASURED BY A MODIFIED TRUE-FALSE RECALL TEST. (AUTHOR/SN)

ERIC: ED076771 UNIVERSITY MICROFILMS, A XEROX COMPANY, 300 N. ZEEB RD., ANN ARBOR, MICHIGAN 48103 (MF $4.00, XEROGRAPHY $10.00)

2345 THE INFLUENCE OF MDTA TRAINING ON EARNINGS. MANPOWER EVALUATION REPORT NO. 8. DEC 68

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 40P.

ADULT VOCATIONAL EDUCATION, ECONOMIC STATUS, EMPLOYMENT EXPERIENCE, GRADUATE SURVEYS, INDIVIDUAL CHARACTERISTICS, MOBILITY, PROGRAM EFFECTIVENESS, VOCATIONAL FOLLOWUP, WAGES, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA PROGRAMS

ACCUMULATED DATA ON THE RECORD OF MORE THAN 100,000 PERSONS WHO COMPLETED MANPOWER DEVELOPMENT AND TRAINING ACT INSTITUTIONAL TRAINING DURING 1965 AND 1966 AND WHO WERE REPORTED AS EMPLOYED FOLLOWING THEIR TRAINING WERE USED IN THIS REPORT. THE STUDY EXAMINED THE EFFECTIVENESS OF THE TRAINING PROGRAM IN UPGRADING ITS GRADUATES AND, IN SO DOING, ENHANCING THEIR EARNING CAPACITIES. THE RESULTS OF STUDY REAFFIRM THE FINDING OF AN EARLIER STUDY INVOLVING ONLY 12,000 TRAINEES, WHICH SHOWED A GENERAL UPWARD SHIFT IN OVERALL HOURLY EARNINGS FOLLOWING TRAINING AS COMPARED WITH PRETRAINING EARNINGS LEVELS, BUT WITH DIFFERING IMPACT UPON VARIOUS COMPONENT GROUPS. SOME OF THE FINDINGS WERE (1) OVERALL, MEDIAN EARNINGS FOR EMPLOYED GRADUATES WERE $1.73 PER HOUR AFTER TRAINING COMPARED WITH $1.44 BEFORE TRAINING -- AN INCREASE OF 20 PERCENT, (2) SPECIAL TABULATIONS MADE FOR GRADUATE TRAINEES WHO WERE FAMILY HEADS SHOWED A GREATER ADVANCE IN EARNINGS LEVELS THAN FOR THE TRAINEE GROUP AS A WHOLE, (3) NON-WHITE FAMILY HEADS ALSO HAD GREATER EARNINGS GAINS, COMPARED WITH THE GROUP AS A WHOLE, AND (4) OVER ONE OF EVERY FOUR TRAINEES MOVED LATERALLY WITHIN THE SAME EARNINGS LEVEL, WHILE ONE OF EVERY SIX RETROGRESSED TO A LOWER EARNINGS LEVEL -- MANY OF THESE, HOWEVER, REPRESENTED DISPLACED WORKERS WHO OF NECESSITY HAD TO LEARN NEW SKILLS. TWELVE TABLES ARE INCLUDED. (ET)

ERIC: ED026542 MANPOWER ADMINISTRATION, U.S. DEPARTMENT OF LABOR, 14TH STREET AND CONSTITUTION AVE., N.W., WASHINGTON, D.C. 20210.

2346 THE INFLUENCE OF PSYCHOSOCIAL FACTORS ON THE SUCCESS OF DISABLED PERSONS IN DIFFERENT VOCATIONAL EDUCATION SETTINGS. FINAL PROJECT REPORT. DEC 72

KEMP, BRYAN J.;MORIWAKI, SHARON Y.

RANCHO LOS AMIGOS HOSPITAL, INC., DOWNEY, CALIF. CALIFORNIA STATE DEPT. OF EDUCATION, SACRAMENTO. VOCATIONAL EDUCATION SERVICES.

NOTES: 119P.

EDUCATIONAL PROGRAMS, EMOTIONAL ADJUSTMENT, HANDICAPPED, JOB TRAINING, POST SECONDARY EDUCATION, SUCCESS FACTORS, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP, WORK ATTITUDES, WORK EXPERIENCE PROGRAMS

THIS STUDY WAS CONDUCTED TO DELINEATE SOME OF THE CHARACTERISTICS OF DISABLED CLIENTS WHICH CONTRIBUTE SIGNIFICANTLY TO SUCCESS IN VOCATIONAL PROGRAMS. THE PERFORMANCE OF DISABLED PERSONS IN THREE TYPES OF VOCATIONAL SETTINGS (COLLEGE, SKILL TRAINING, AND WORK EVALUATION/WORK EXPERIENCE SAMPLES) WAS EXAMINED TO DETERMINE IF THE FACTORS CONTRIBUTING TO OBJECTIVE MEASURES OF SUCCESS VARIED AS A FUNCTION OF THE PROGRAM DEMANDS OR THE CLIENT/STUDENTS INITIAL ABILITIES. AN ADDITIONAL PART OF THE PROJECT WAS DEVOTED TO A FOLLOW-UP OF CLIENTS WHO HAD BEEN PLACED IN EMPLOYMENT IN ORDER TO GAUGE THEIR LONG-TERM STABILITY AND FACTORS WHICH POTENTIALLY RELATE TO THEIR MAINTENANCE OF EMPLOYMENT. THE 82 SUBJECTS WERE INTERVIEWED AND OBSERVED IN THEIR PROGRAMS AND ASSESSMENTS WERE MADE OF THEIR (1) WORK ASSETS, (2) GOALS, (3) DISABILITY, (4) DEGREE OF INTERPERSONAL SUPPORT FROM FAMILY AND FRIENDS, (5) ATTITUDE TOWARD DISABILITY, (6) INTERPERSONAL DOMINANCE, (7) LOCUS OF CONTROL, (8) ABILITY TO MANAGE OTHERS, AND (9) PERFORMANCE IN THE VOCATIONAL SETTING. THE OVER-ALL RESULTS WERE INTERPRETED TO MEAN THAT SUCCESS FOR DISABLED PERSONS IS DETERMINED BY DIFFERENT FACTORS OVER THE LONG PROCESS OF VOCATIONAL READINESS. CRITERIA OF SUCCESS EARLY IN TRAINING ARE ADVANCEMENT TO BETTER TRAINING, AND THIS REQUIRES JOB SKILLS AND A POSITIVE ATTITUDE TOWARD WORK. HOWEVER, LATER SUCCESS REQUIRES THE ADDITIONAL FACTOR OF EMOTIONAL STABILITY. (SS)

ERIC: ED078138

2347 THE INFLUENCE OF WORK EXPERIENCE, SKILL REQUIREMENT, AND OCCUPATIONAL SEGREGATION ON WOMENS EARNINGS 1977

JUSENIUS, C.L.

JOURNAL OF ECONOMICS AND BUSINESS, VOL.29, NO.2, WINTER 1977, P. 107-114. BIBLIOG. 23

DISCRIMINATION, ECONOMICS, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, LABOR, LABOR FORCE, MATERNITY LEAVE, QUANTITATIVE METHODS, REGRESSION ANALYSIS, WAGES, WOMEN, WOMEN IN BUSINESS

REGRESSION ANALYSIS IS USED TO AFFIRM THAT DISCONTINUOUS, SHORTER WORK EXPERIENCE TOGETHER WITH OCCUPATIONAL SEGREGATION ARE THE MAJOR REASONS FOR LOWER EARNINGS FOR

(CONT.)
2347 WOMEN.
MGMT: JE877M0107

2348 AN INFORMATION - THEORETIC ANALYSIS OF OCCUPATIONAL MOBILITY PATHS 1975
SCHROEDER, L.
QUARTERLY REVIEW OF ECONOMICS AND BUSINESS, VOL.15, NO.4, WINTER 1975, P. 15-23.
BIBLIOG. 7
DATA BASES, ECONOMICS, FORECASTING, INFORMATION THEORY, JOB MOBILITY, LABOR FORCE, LABOR MARKET, MODELING, QUANTITATIVE METHODS, TURNOVER
AN ATTEMPT IS MADE TO STUDY THE INDIVIDUAL COMPONENTS OF INFORMATION SCORES AND GAIN ADDITIONAL INSIGHT INTO THE MOBILITY PROCESS. THE INFORMATION-THEORETIC TECHNIQUE ALLOWS ONE TO OBSERVE WHICH MOBILITY PATHS WERE OVERESTIMATED OR UNDERESTIMATED. THE INFORMATION THEORY CAN BE APPLIED TO THE OBSERVED FLOWS OF LABORERS AMONG LABOR MARKETS.
MGMT: QRE75M0015

2349 INFORMATION AND GUIDANCE SERVICES IN FRANCE JUN 76
LONG, JEAN
VOCATIONAL GUIDANCE JOURNAL;24:4:312-316
PUPIL PERSONNEL SERVICES, COUNSELOR ROLE, COMMUNITY SERVICES, OCCUPATIONAL INFORMATION, FOREIGN COUNTRIES, OCCUPATIONAL GUIDANCE, CAREER EDUCATION, COUNSELING SERVICES, PREDICTION, STATE OF THE ART REVIEWS, FRANCE
OCCUPATIONAL GUIDANCE AND INFORMATION SERVICES IN FRANCE HAVE EXPANDED FROM VOLUNTARY EFFORTS OF LABOR AND EMPLOYMENT AGENCIES OF THE EARLY 1900S TO THE HIGHLY STRUCTURED INFORMATION AND GUIDANCE SERVICES, A GOVERNMENT-DIRECTED ORGANIZATION PROVIDING OCCUPATIONAL GUIDANCE AND INFORMATION TO BOTH SCHOOL COUNSELORS AND ANY COMMUNITY MEMBER WHO SO REQUESTS. (KP)
ERIC: EJ142576

2350 INHALATION THERA ST (MEDICAL SER.) 079.368--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. AUG 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, HIGH SCHOOL GRADUATES, HOSPITAL PERSONNEL, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, ON THE JOB TRAINING, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, INHALATION THERAPIST
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED066488

2351 INITIAL SUPPORT FOR ESTABLISHING A MARYLAND RESEARCH COORDINATING UNIT. FINAL REPORT. AUG 70
MARYLAND STATE DEPT. OF EDUCATION, BALTIMORE. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-1-9-300196-2485(085)
NOTES: 24P.
CURRICULUM DEVELOPMENT, DATA COLLECTION, EDUCATIONAL COORDINATION, EDUCATIONAL RESEARCH, EVALUATION, FINANCIAL SUPPORT, OBJECTIVES, RESEARCH COORDINATING UNITS, RESEARCH DESIGN, RESEARCH NEEDS, RESEARCH PROJECTS, TECHNICAL EDUCATION, VOCATIONAL EDUCATION, MARYLAND
ORIGINALLY FUNDED UNDER THE VOCATIONAL EDUCATION ACT OF 1963 AND SUBSEQUENTLY UNDER PART C OF THE 1968 AMENDMENTS, THE MARYLAND RESEARCH COORDINATING UNIT (RCU) STARTED OPERATION IN JANUARY 1969 BY RECRUITING A STAFF AND SECURING THE NECESSARY EQUIPMENT. ONCE THESE NEEDS WERE SATISFIED THE MAJOR ACTIVITIES OF THE STAFF EVOLVED AROUND (1) STATE PLAN DEVELOPMENT, (2) THE DESIGN OF DATA AND INFORMATION COLLECTION INSTRUMENTS TO FACILITATE PLANNING, EVALUATION, AND REPORTING, (3) THE DESIGN OF AN EVALUATION SYSTEM, (4) WORK PRELIMINARY TO THE DESIGN OF RESEARCH IN HEALTH OCCUPATIONS AND INDUSTRIAL ARTS, AND (5) RESEARCH ASSOCIATED WITH THE APPLIED MATHEMATICS CURRICULUM DEVELOPMENT. FUTURE ACTIVITIES INCLUDE RECOMMENDED RESEARCH IN THE AREAS OF OCCUPATIONAL PROGRAMS, ORGANIZATION AND ADMINISTRATION OF PROGRAMS, AND REGIONAL OR STATE-WIDE EVALUATION STUDIES. (AUTHOR/JS)
ERIC: ED043782

2352 INJECTION-MOLDING-MACHINE TENDER (FABRIC-PLASTICS PROD.) 556.885--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.

(CONT.)

2352 APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED OCCUPATIONS, GATB, GENERAL APTITUDE TEST BATTERY, INJECTION MOLDING MACHINE TENDER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063413

2353 INLAND EMPIRE ECONOMIC BASE STUDY. VOLUME IIA. APPENDICES AND BIBLIOGRAPHY JUL 76
SPOKANE AREA DEVELOPMENT COUNCIL, WASH. ECONOMICS RESEARCH ASSOCIATES, LOS ANGELES, CALIF. ECONOMIC DEVELOPMENT ADMINISTRATION, WASHINGTON, D.C.
GRANT NO. EDA-07-6-01523
ALSO AVAILABLE IN SET OF 6 REPORTS PC E14, PB-263 821-SET.
NOTES: 156P
REGIONAL PLANNING, ECONOMIC DEVELOPMENT, INLAND EMPIRE(UNITED STATES), TECHNICAL ASSISTANCE PROJECTS, SPOKANE COUNTY(WASHINGTON), NTISCOMEDA
THE BIBLIOGRAPHY SECTION OF THIS STUDY PRESENTS A LIST OF THE PUBLISHED MATERIALS COLLECTED AND REVIEWED DURING THE COURSE OF THE INLAND EMPIRE PART A ECONOMIC BASE STUDY. A GENERAL FAMILIARIZATION WITH THE CHARACTERISTICS AND POTENTIALS OF THE STUDY AREA ARE PROVIDED. THE APPENDICES SECTION OF THIS STUDY DEMONSTRATES THE HISTORICAL POPULATION TRENDS IN THE DIFFERENT SUBREGION OF THE STATE. HOUSEHOLD INCOME TRENDS, OCCUPATION AND SEX CHARACTERISTICS IN THE LABOR FORCE, AGE AND SEX DISTRIBUTION IN THE LABOR FORCE, THE HISTORICAL EMPLOYMENT TRENDS IN SPOKANE COUNTY ARE REVIEWED IN THIS SECTION OF THE STUDY.
NTIS: PB-263 824/5ST NTIS PRICES PC A08/MF A01

2354 INLAND EMPIRE TRAINING PROJECT 69 MAR
KNOPF, ARTHUR C.
JUNIOR COLL J;39;6;66,68,70,72
EMPLOYMENT QUALIFICATIONS, JUNIOR COLLEGES, MANPOWER DEVELOPMENT, MOTIVATION TECHNIQUES, SKILLED OCCUPATIONS, TRAINING OBJECTIVES, VOCATIONAL EDUCATION, CALIFORNIA
ERIC: EJ001214

2355 INMATES HELPED FAR-SIGHTED JOB TRAINING PROGRAM PROVING ITS WORTH F 72
TREW, PATRICIA
CANADIAN VOCATIONAL JOURNAL;8;3;13-14
CORRECTIONAL REHABILITATION, FEDERAL PROGRAMS, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PRISONERS, PROGRAM DESCRIPTIONS, SOCIAL ADJUSTMENT, VOCATIONAL COUNSELING, CANADA MANPOWER TRAINING PROGRAMS
ERIC: EJ068568

2356 INNER-CITY NEGRO YOUTH IN A JOB TRAINING PROJECT A STUDY OF FACTORS RELATED TO ATTRITION AND JOB SUCCESS. FINAL REPORT. DEC 68
GURIN, GERALD
MICHIGAN UNIV., ANN ARBOR. SURVEY RESEARCH CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. 82-21-14 OEC-5-10-243
NOTES: 155P.
ADULT VOCATIONAL EDUCATION, BASIC SKILLS, EVALUATION, EXPERIMENTAL PROGRAMS, FUNCTIONAL ILLITERACY, INDIVIDUAL CHARACTERISTICS, MOTIVATION, NEGRO YOUTH, OUT OF SCHOOL YOUTH, STUDENT ATTITUDES, SUCCESS FACTORS, UNDEREMPLOYED, UNEMPLOYED, URBAN DROPOUTS, VOCATIONAL FOLLOWUP, CHICAGO, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, NOTA PROGRAMS, PROJECT JOBS
RESULTS OF A STUDY OF AN EXPERIMENTAL AND DEMONSTRATION JOB TRAINING PROJECT (CHICAGO JOBS PROJECT) FOR APPROXIMATELY 1,500 UNDEREMPLOYED FUNCTIONALLY ILLITERATE INNER-CITY NEGRO YOUTH ARE REPORTED. THE PROJECT, WHICH LASTED FROM SEPTEMBER OF 1963 TO THE SUMMER OF 1964, INCLUDED BASIC EDUCATION, VOCATIONAL TRAINING, AND GROUP AND PERSONAL COUNSELING. THE STUDY FOCUSED ON INDIVIDUAL RATHER THAN PROGRAM FACTORS RELATED TO SUCCESS, USING DATA DERIVED FROM QUESTIONNAIRES AND INTERVIEWS WITH 339 TRAINEES, THEIR MOTHERS, JOB SUPERVISORS, AND PROJECT STAFF. A SECONDARY FOCUS OF THE STUDY WAS MORE ON THE TRAINING PROGRAM ITSELF AND REACTIONS OF THE TRAINEES TO THE DIFFERENT ASPECTS OF THE PROGRAM. TRAINEES WERE INTERVIEWED UPON ENTERING THE PROJECT, AT ITS COMPLETION, AND AGAIN SIX TO NINE MONTHS AFTER LEAVING IT. AMONG THE CONCLUSIONS WERE (1) SKILL TRAINING IS CLEARLY THE MOST SIGNIFICANT ASPECT OF THESE MANPOWER PROGRAMS, EVEN WHEN HEAVY EMPHASIS IS PLACED ON OTHER THINGS, (2) BASIC EDUCATION COMPONENTS OF THESE PROGRAMS MUST FOCUS AROUND CONTENT THAT IS CLEARLY AND OBVIOUSLY JOB-RELATED, (3) THE COUNSELORS PERSONAL INTEREST, SYMPATHY, AND SUPPORTIVE FUNCTIONS MAY BE MORE IMPORTANT THAN THE MORE FORMAL SOCIALIZING FUNCTIONS, AND (4) WHILE THE POST-TRAINING EMPLOYMENT

(CONT.)
2356 OF PROGRAM COMPLETERS WAS MORE REGULAR THAN THAT OF DROPOUTS, THERE WERE NO SIGNIFICANT WAGE DIFFERENCES. (ET)
ERIC: ED026530

2357 INNOVATIONS IN APPRENTICESHIP THE FEASIBILITY OF ESTABLISHING DEMONSTRATION CENTERS FOR APPRENTICESHIP AND OTHER INDUSTRIAL TRAINING. FINAL REPORT. 31 OCT 72
SOMERS, GERALD G.
WISCONSIN UNIV., MADISON. INDUSTRIAL RELATIONS RESEARCH INST. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 91P.
APPRENTICESHIPS, DEMONSTRATION CENTERS, DEMONSTRATION PROJECTS, EDUCATIONAL INNOVATION, FEASIBILITY STUDIES, FEDERAL GOVERNMENT, INDUSTRIAL TRAINING, JOB TRAINING, SITE SELECTION, SKILL CENTERS, SKILLED LABOR, VOCATIONAL DEVELOPMENT
IN ORDER TO DETERMINE THE FEASIBILITY OF ESTABLISHING DEMONSTRATION CENTERS FOR APPRENTICESHIP AND SKILL TRAINING, EXTENSIVE INTERVIEWS WERE CONDUCTED INVOLVING UNION OFFICERS, EMPLOYER REPRESENTATIVES, VOCATIONAL EDUCATORS, AND OFFICIALS OF FEDERAL AND STATE APPRENTICESHIP DIVISIONS IN THIS COUNTRY AND ABROAD DURING THE PERIOD FROM 1971 THROUGH 1972. ON THE BASIS OF THE INTERVIEWS AND ON-SITE OBSERVATIONS OF CURRENTLY OPERATING DEMONSTRATIONS, INNOVATIONS, AND EXPERIMENTS IN APPRENTICESHIP TRAINING, FOUR SPECIFIC POSSIBILITIES FOR DEMONSTRATION CENTERS WERE RECOMMENDED AS WERE THE TYPES OF PROJECTS TO BE ATTEMPTED. RECOMMENDED SITE LOCATIONS ARE CALIFORNIA, COLORADO, NEW YORK, AND WISCONSIN. THE PROPOSED CENTERS AND DEMONSTRATION PROJECTS ARE MERELY SUGGESTIVE OF THE POSSIBILITIES. IT IS ANTICIPATED THAT THE PROJECTS CONDUCTED AT THE CENTERS WILL BE EXPANDED OVER TIME, AND THAT THEIR SELECTION AND EVALUATION WILL BE PART OF THE EXPERIMENTAL PROCESS CHARACTERIZING THE CENTERS. (AUTHOR/SN)
ERIC: ED075596 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 213 555, MF $0.95, HC $3.00)

2358 INNOVATIVE APPROACHES TO OCCUPATIONAL PROGRAMS FOR THE RURAL TWO-YEAR COLLEGES. 75
GILLIE, ANGELO, J.
NOTES: 14P.; SPEECH DELIVERED AT THE ANNUAL WORKSHOP OF THE SOUTHEASTERN COMMUNITY COLLEGE LEADERSHIP PROGRAM (16TH, TALLAHASSEE, FLORIDA, MARCH 12-14, 1975)
CAREER CHANGE, JOB SKILLS, JUNIOR COLLEGES, MIDDLE AGED, OCCUPATIONAL CHOICE, OCCUPATIONAL MOBILITY, RURAL ECONOMICS, RURAL EDUCATION, RURAL YOUTH, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION
THE RURAL COMMUNITY COLLEGE MUST BE VOCATIONAL IN ORIENTATION AND PROVIDE ITS STUDENTS WITH SOCIAL, ECONOMIC, AND POLITICAL FACTS RELATED TO THEIR LIVES AND EMPLOYMENT NOW AND IN THE FUTURE. IT MUST OFFER EQUAL OPPORTUNITY TO CONSIDER AND SELECT TRAINING FOR EITHER RURAL OR URBAN OCCUPATIONS. IN ORDER TO OFFER THIS DIVERSITY, A COLLEGE MUST HAVE A MINIMUM OF 1,000 FULL-TIME STUDENTS; THIS MAY NECESSITATE AN INCREASE IN GEOGRAPHICAL SERVICE AREA AND THE BUILDING OF RESIDENCE HALLS. JOB FLEXIBILITY FOR YOUNG ADULT STUDENTS CAN BE ACHIEVED BY DELAYING THEIR SPECIALIZATION UNTIL A JOB IS SECURED. ONCE THE EMPLOYER SPECIFIES THE SKILLS REQUIRED, IT CAN BE DECIDED WHETHER THESE ARE BEST LEARNED AT THE COLLEGE SKILLS CENTER OR ON-THE-JOB. AN ENTRY-EXIT OPERATION FOR VOCATIONAL TRAINING WOULD FACILITATE THIS FLEXIBILITY FOR RURAL YOUTH AND ADULTS. MANY MIDDLE-AGED PERSONS WOULD RETURN TO SCHOOL FOR ADDITIONAL TRAINING OR A COMPLETE CAREER CHANGE WERE IT NOT FOR ECONOMIC HARDSHIP. SABBATICAL-LIKE FUNDING SHOULD BE PROVIDED TO THESE STUDENTS. RETIREES AND HOBBYISTS SHOULD ALSO BE SERVED BY THE COLLEGE IN BUILDING A SECOND CAREER OR IN MAINTAINING MENTAL HEALTH AND PHYSICAL ACTIVITY. (MJK)
ERIC: ED110137 NOT AVAILABLE SEPARATELY: SEE JC 750 441

2359 INPUT POLICIES FOR A LONGITUDINAL MANPOWER FLOW MODEL 1976
GRINOLD, R.C.
MANAGEMENT SCIENCE, VOL.22, NO.5, JAN 1976, P. 570-575, BIBLIOG. 5
GROWTH, HIRING, LABOR MANAGEMENT, LINEAR PROGRAMMING, LONG RANGE PLANNING AND OBJECTIVES, PLANNING, QUANTITATIVE METHODS, SALARY ADMINISTRATION
A LINEAR PROGRAMMING MODEL FOR LONG-RANGE STRATEGIC PLANNING FOR MANPOWER IS PRESENTED HERE. THE MODEL HELPS IN EVALUATION OF HIRING POLICIES, COMPENSATION POLICIES, GROWTH POLICIES AND THE COSTS INCURRED BY LEGAL OR INSTITUTIONALL RESTRICTION ON GENERAL MANPOWER POLICIES.
MGMT: MSC76A0570

2360 INPUT-OUTPUT MATRIX. INPUT-OUTPUT COEFFICIENT MATRICES. (1) TOTAL FINAL DEMAND AND COMPONENTS, CIVILIAN EMPLOYMENT SERIES, WAGE AND SALARY EMPLOYMENT SERIES. (2) EMPLOYMENT INVERSE MATRICES. (3) 1958 TO PRESENT, AND PROJECTED TO 1980 1973
KUTSCHER, RONALD E.;BOWMAN, CHARLES;ANDREASSEN, ARTHUR
BUREAU OF LABOR STATISTICS, WASHINGTON, D.C.
AVAILABLE ONLY IN 9 TRACK, 800 BPI, ODD PARITY, EBCDIC.
NOTES: REPT. FOR 1958-1973 1 REEL MAG TAPE
ECONOMIC GROWTH, INPUT OUTPUT MODELS, EMPLOYMENT PROJECTIONS, NTISBLS
A FRAMEWORK HAS BEEN PROVIDED FOR ANALYZING THE IMPLICATIONS OF LONG-RUN ECONOMIC GROWTH FOR EMPLOYMENT OPPORTUNITIES AND OTHER ECONOMIC PROBLEM AREAS. A CURRENT PROGRAM PROJECTS EMPLOYMENT AND OUTPUT TO 1980 FOR 82 INDUSTRIES, BASED ON INTER-RELATIONSHIPS OF EACH INDUSTRYS OUTPUT TO PROJECTIONS OF GNP, CONSUMPTION, INVESTMENT, GOVERNMENT EXPENDITURES, AND NET EXPORTS. INPUT-OUTPUT TABLES FOR 1958, INDUSTRY EMPLOYMENT-OUTPUT RATIOS AND ESTIMATES OF FINAL DEMAND THE FRAMEWORK FOR THIS STUDY. THERE ARE APPROXIMATELY 109,700 VARIABLE LENGTH RECORDS.
NTIS: PB-231 868/1 NTIS PRICES MAG TAPE $97.50;FOREIGN $122.50

2361 AN INPUT/OUTPUT MODEL FOR STATE MANPOWER PROJECTIONS. JUL 70
WATSON, DONALD A.
OREGON UNIV., EUGENE. BUREAU OF BUSINESS AND ECONOMIC RESEARCH. DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 165P.
ECONOMIC RESEARCH, EMPLOYMENT PROJECTIONS, INPUT OUTPUT ANALYSIS, MANPOWER DEVELOPMENT, MATHEMATICAL MODELS, STATE SURVEYS, OREGON
THIS STUDY DEVELOPS AN INPUT-OUTPUT MODEL FOR MAKING EMPLOYMENT PROJECTIONS AND APPLIES IT TO THE OREGON ECONOMY. USING PUBLISHED DATA AND GUIDED ESTIMATES, THE STUDY PROVIDES AN APPROXIMATION OF THE STRUCTURE OF THE OREGON ECONOMY IN 1963, AS THE FIRST STEP IN THE SYSTEMATIC INVESTIGATION OF THE STATES ECONOMIC AND TRADE TRANSACTIONS. THIS SYSTEM OF DATA ANALYSIS CAN BE USED TO FILL IN INFORMATION GAPS FACED BY REGIONAL MANPOWER PLANNERS. (BH)
ERIC: ED045851 BUREAU OF BUSINESS AND ECONOMIC RESEARCH, UNIVERSITY OF OREGON, EUGENE, OREGON 97403 ($2.00)

2362 INQUIRY PROJECT COMPUTER-ASSISTED COUNSELING CENTERS FOR ADULTS 76
FARMER, HELEN
COUNSELING PSYCHOLOGIST:6:1:50-54
ADULT COUNSELING, COUNSELING CENTERS, COMPUTER ORIENTED PROGRAMS, INFORMATION SERVICES, OCCUPATIONAL GUIDANCE, DEMONSTRATION PROJECTS, PROGRAM DESCRIPTIONS, COUNSELING SERVICES, EDUCATIONAL GUIDANCE, CAREER AWARENESS, COMPUTER ASSISTED COUNSELING
INQUIRY CENTERS FOR ADULTS OFFER COUNSELING FOR PERSONS WHO SEEK TO MAKE CAREER CHANGES, TO CONTINUE THEIR EDUCATION, OR TO RE-ENTER THE WORLD OF WORK BUT WHO ARE UNAWARE OF THE AVAILABLE OPPORTUNITIES. COMPUTERS ARE USED TO ASSIST IN THE COUNSELING BY PROVIDING A COMPREHENSIVE DATA BANK OF INFORMATION. (AUTHOR)
ERIC: EJ146014

2363 INQUIRY PROJECT COMPUTER-ASSISTED COUNSELING CENTERS FOR ADULTS. 20 MAY 75
FARMER, HELEN
ILLINOIS UNIV., CHAMPAIGN. FUND FOR THE IMPROVEMENT OF POSTSECONDARY EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 28P.; PAPER PRESENTED AT THE AMERICAN ASSOCIATION OF HIGHER EDUCATION (DRAKE UNIVERSITY, IOWA, MAY 20, 1975)
ADULT COUNSELING, ADULT EDUCATION, ADULTS, CAREER CHANGE, CAREER PLANNING, COMPUTER ORIENTED PROGRAMS, COUNSELING CENTERS, COUNSELOR ROLE, DATA BASES, EDUCATIONAL COUNSELING, INFORMATION CENTERS, INFORMATION NEEDS, INFORMATION RETRIEVAL, INFORMATION STORAGE, INFORMATION SYSTEMS, OCCUPATIONAL INFORMATION, POST SECONDARY EDUCATION, RETRAINING, VOCATIONAL COUNSELING
THE REPORT DESCRIBES A UNIVERSITY OF ILLINOIS PROJECT WHICH DESIGNED AND FIELD-TESTED COMPUTER-ASSISTED ADULT COUNSELING CENTERS. THESE CENTERS OFFERED COUNSELING FOR PERSONS SEEKING TO MAKE CAREER CHANGES, TO CONTINUE THEIR EDUCATION, OR TO LEAVE THE HOME AND ENTER THE LABOR MARKET. COMPUTERS PROVIDED A COMPREHENSIVE DATA BANK OF INFORMATION ON OCCUPATIONAL AND EDUCATIONAL OPPORTUNITIES, WHILE COUNSELORS PERFORMED THE ESSENTIAL ROLES OF IDENTIFYING OBSTACLES TO EDUCATIONAL OR CAREER GOALS AND OF PLANNING WAYS TO OVERCOME THESE OBSTACLES. THE THEORETICAL BASIS FOR THE DESIGN OF THE CENTERS IS ADAPTED FROM TIEDEMAN AND OHARA, WHEREIN SERVICES ARE BUILT AROUND THE DEVELOPMENTAL TASKS RELEVANT TO THE EDUCATIONAL AND CAREER NEEDS OF ADULTS. A SIX-STEP METHOD TO GUIDE THE COUNSELOR AND CLIENT IN SELF-STUDY PLANNING IS OUTLINED. THE FOUR MAJOR COMPONENTS OF THE INFORMATION SYSTEM--EDUCATIONAL INFORMATION, OCCUPATIONAL INFORMATION, SELF-INFORMATION, AND GUIDANCE INFORMATION--ARE DESCRIBED IN THE REPORT. (NJ)
ERIC: ED122075

2364 INSECURITY IN THE EXECUTIVE SUITE 1977
IRVINE, P.
EXECUTIVE, JULY 1977, P. 47-51.
CANADA, ECONOMICS, EXECUTIVE, MANAGEMENT, MANAGER, RECESSION, UNEMPLOYMENT
THE CURRENT RECESSION HAS CAUSED THE RATE OF UNEMPLOYMENT TO REACH ITS HIGHEST PEAK SINCE WORLD WAR II. PERHAPS HARDEST HIT ARE MIDDLE LEVEL EMPLOYEES. THIS TYPE OF PERSON TENDS TO BECOME MOST DISILLUSIONED WHEN FACED WITH UNEMPLOYMENT FOR THEY ARE HIGHLY MOTIVATED, AND MUST FREQUENTLY SPEND A GREAT DEAL OF TIME LOOKING FOR ALTERNATIVE EMPLOYMENT.
MGMT: EXE77G0047

2365 INSPECTOR (DENTAL EQUIP.) 712.887: INSPECTOR, PLASTIC (DENTAL EQUIP.) 712.687--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. MAR 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 10P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, INSPECTION, JOB APPLICANTS, JOB SKILLS, LABORATORY EQUIPMENT, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PLASTICS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, INSPECTOR (DENTAL EQUIPMENT)
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD

(CONT.)

2365 DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED068543

2366 INSPECTOR AND MACHINE OPERATOR, DIODE SUBASSEMBLIES (ELECTRONICS) 726.685--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. OCT 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, CUTTING SCORES, ELECTRONIC EQUIPMENT, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SEMISKILLED OCCUPATIONS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, INSPECTOR, MACHINE OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED066515

2367 INSPECTOR, ASSEMBLIES AND INSTALLATIONS (AIRCRAFT MFG.) 806.381--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. FEB 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
AEROSPACE INDUSTRY, APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, INSPECTION, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SKILLED WORKERS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED067419

2368 INSPECTOR, MECHANICAL AND ELECTRICAL (ELEC. EQUIP.) 6-99.435--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. NOV 65
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 19P.
APTITUDE TESTS, CUTTING SCORES, ELECTRICAL OCCUPATIONS, EVALUATION CRITERIA, INSPECTION, JOB APPLICANTS, JOB SKILLS, MECHANICAL EQUIPMENT, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069652

2369 INSPECTOR-PACKER (POTTERY AND PORC.) 6-66.913--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAY 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CERAMICS, CUTTING SCORES, EVALUATION CRITERIA, HANDICRAFTS, INSPECTION, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, INSPECTOR (PACKER)
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065582

2370 INSTITUTE FOR GUIDANCE, COUNSELING, ADMINISTRATIVE, SUPERVISORY AND TEACHING PERSONNEL IN VOCATIONAL PROGRAMS FOR CHICANO STUDENTS AT THE SECONDARY OR POST-SECONDARY SCHOOL LEVEL. FINAL REPORT. 73
GUERRERO, ADALBERTO:ARELLANO, ALBERT
ARIZONA STATE DEPT. OF EDUCATION, PHOENIX.
NOTES: 52P.
MEXICAN AMERICANS, SUMMER INSTITUTES, TEACHER WORKSHOPS, SECONDARY SCHOOL COUNSELORS, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, CULTURAL AWARENESS, CULTURAL DIFFERENCES, VOCATIONAL EDUCATION, TABLES (DATA), VOCATIONAL COUNSELING
THE GOAL OF THIS PROJECT WAS TO PROVIDE EDUCATIONAL AND GUIDANCE PERSONNEL IN VOCATIONAL AND TECHNICAL FIELDS WITH NEW PERSPECTIVES RELATING TO TEACHING AND COUNSELING MEXICAN-AMERICAN STUDENTS. A TWO-WEEK INSTITUTE WAS HELD IN JUNE 1973 AT THE UNIVERSITY OF ARIZONA FOR COUNSELORS, ADMINISTRATORS, TEACHERS, AND STUDENT REPRESENTATIVES OF HIGH SCHOOLS WITH LARGE MINORITY POPULATIONS IN ARIZONA, NEW MEXICO, AND CALIFORNIA. OBJECTIVES OF THE INSTITUTE RELATED TO PROVIDING CAREER INFORMATION AND INCREASING AWARENESS OF CULTURAL DIFFERENCES. BASED ON PARTICIPANT ASSESSMENT OF THE PROBLEMS FACING THE MEXICAN-AMERICAN STUDENTS IN THEIR RELATIONSHIP WITH COUNSELORS AND TEACHERS, A PILOT PROGRAM TO INCREASE THE RELEVANCY OF THE SCHOOL PROGRAM WAS DEVELOPED. ALSO DEVELOPED WERE PROGRAMS FOR A BILINGUAL RESOURCE CENTER AND A PROGRAM TO IMPROVE COMMUNICATION AMONG TEACHERS AND MINORITY STUDENTS, PROJECT RAP. THE REPORT OF THE PROJECT DESCRIBES THE INSTITUTE, PRESENTS THE PROGRAMS DEVELOPED, AND INCLUDES THE PROGRAM SCHEDULE AND PARTICIPANT LISTS. THE EVALUATION INSTRUMENT IS ALSO INCLUDED WITH TABULATED RESULTS BY VARIOUS PARTICIPATING GROUPS--ADMINISTRATORS, STUDENTS, COUNSELORS, AND TEACHERS. (NJ)
AIM/ARM: VT102886

2371 INSTITUTES ON WORK EDUCATION FOR EDUCABLE RETARDED YOUTH. 64
LORD, FRANCIS E.
CALIFORNIA STATE COLL., LOS ANGELES.
NOTES: 93P.
CURRICULUM, EDUCABLE MENTALLY HANDICAPPED, EXCEPTIONAL CHILD EDUCATION, JOB PLACEMENT, MENTALLY HANDICAPPED, PROGRAM PLANNING, SECONDARY SCHOOLS, STATE PROGRAMS, STUDENT EVALUATION, VOCATIONAL EDUCATION, VOCATIONAL REHABILITATION, WORK EXPERIENCE PROGRAMS
THIS BOOKLET CONTAINS SUMMARIES OF EIGHT GENERAL SESSION SPEAKERS AND ABSTRACTS OF 17 PANEL PRESENTATIONS FROM TWO INSTITUTES HELD AT CALIFORNIA STATE COLLEGE AT LOS ANGELES ON FEBRUARY 5 AND JUNE 26, 1964. THE INSTITUTES WERE DESIGNED TO ASSIST SECONDARY SCHOOLS IN THE ESTABLISHMENT OF WORK-EDUCATION PROGRAMS. TOPICS CONCERNING VOCATIONAL EDUCATION, CURRICULUM, JOB PLACEMENT, AND STUDENT EVALUATION ARE DISCUSSED BY THE SPEAKERS. SOME EXISTING WORK EXPERIENCE PROGRAMS ARE DESCRIBED. GENERAL SESSION PRESENTATIONS SUMMARIZED ARE--(1) THE NATIONAL CHALLENGE--MENTAL RETARDATION BY MORTON A. SEIDENFELD, (2) THE RETARDED IN THE WORK WORLD BY JULIUS S. COHEN, (3) WORK ASSESSMENT OF SECONDARY YOUTH IN THE MINNEAPOLIS SCHOOL PROJECT BY EVELYN DENO, (4) AN APPROACH THROUGH SPECIAL EDUCATION AND VOCATIONAL REHABILITATION IN PREPARING EDUCABLE RETARDED YOUTH FOR WORK BY CHARLES S. ESKRIDGE, (5) PROBLEMS AND ISSUES IN CALIFORNIA BY WAYNE CAMPBELL, (6) ELEMENTS OF SUCCESSFUL WORK EDUCATION PROGRAMS BY JULIUS S. COHEN, (7) SECONDARY CURRICULUM AND WORK EDUCATION BY JEROME ROTHSTEIN, AND (8) PROBLEMS IN THE PLACEMENT OF RETARDED YOUTH--TERMINAL ASPECTS OF PROGRAM BY JULIUS S. COHEN. BIBLIOGRAPHY LISTS 52 ITEMS. (DE)
ERIC: ED015562

2372 INSTITUTIONAL MANPOWER DEVELOPMENT AND TRAINING IN NEW YORK STATE. ANNUAL REPORT (JULY 1, 1970-JUNE 30, 1971). 71
NEW YORK STATE EDUCATION DEPT., ALBANY. DIV. OF SPECIAL OCCUPATIONAL SERVICES.
NOTES: 199P.
ANNUAL REPORTS, CULTURALLY DISADVANTAGED, DISADVANTAGED GROUPS, ECONOMICALLY DISADVANTAGED, EDUCATIONAL PROGRAMS, JOB SKILLS, JOB TRAINING, MANPOWER DEVELOPMENT, PROGRAM ADMINISTRATION, PROGRAM DEVELOPMENT, SKILL OBSOLESCENCE, SOCIALLY DISADVANTAGED,

(CONT.)

2372 UNDEREMPLOYED, UNEMPLOYED
THIS ANNUAL REPORT IS THE NINTH IN A SERIES OF REPORTS CONCERNING THE ACTIVITIES OF THE NEW YORK STATE EDUCATION DEPARTMENT IN THE MANPOWER TRAINING EFFORT, AND IT OFFERS A NARRATIVE DESCRIPTION AND RATIONALE OF THE ACTIVITIES OF THE BUREAUS OF MANPOWER PROGRAM DEVELOPMENT AND MANPOWER PROGRAM SUPERVISION DURING 1971. THE GOALS OF THE MANPOWER TRAINING PROGRAM ARE TO (1) PROVIDE TRAINING AND FINANCIAL ASSISTANCE TO UNEMPLOYED AND UNDEREMPLOYED PERSONS, (2) TEACH WORKERS NEW SKILLS AND UPGRADE OLD ONES, (3) ALLEVIATE THE WORST EFFECTS OF DISPLACEMENT DUE TO AUTOMATION AND THE CYBERNETIC REVOLUTION, (4) NEGATE, TO THE EXTENT POSSIBLE, THE INTOLERABLE HUMAN DEGRADATION RESULTING FROM SOCIAL, CULTURAL, AND ECONOMIC DISADVANTAGEMENT, AND (5) TRANSFORM THE TAX CONSUMER INTO A TAX PRODUCER. DURING 1971, A TOTAL OF 185 PROJECTS WERE DEVELOPED TO PROVIDE TRAINING FOR OVER 37,318 PERSONS IN A WIDE VARIETY OF PROGRAMS RANGING FROM LIMITED 3-WEEK EMPLOYABILITY ORIENTATION SESSIONS TO HIGHLY SOPHISTICATED YEAR-LONG COURSES IN TV SERVICE AND REPAIR. SUPERVISORY ACTIVITIES DURING 1971 WERE ASSOCIATED WITH (1) FISCAL ACCOUNTABILITY, (2) EQUIPMENT ACCOUNTABILITY, (3) INDIVIDUAL TRAINEE REFERRALS, (4) PROJECT PROGRESS MONITORING, (5) INSERVICE TRAINING DIRECTION, (6) CURRICULUM DEVELOPMENT AND EVALUATION, AND (7) PROCEDURAL REVIEW. (SB)
ERIC: ED068643

2373 INSTRUCTION OVERCOMING THE GOD-NEVER-MEANT-YOU-SHOULD-DO-IT-THAT-WAY SYNDROME. 25 OCT 76
WARREN, KENNETH L.
NATIONAL ASSOCIATION OF EDUCATIONAL BROADCASTERS, WASHINGTON, D.C.
NOTES: 13P.; SPEECH GIVEN BEFORE THE NATIONAL ASSOCIATION OF EDUCATIONAL BROADCASTERS (CHICAGO, ILLINOIS, OCTOBER 25, 1976)
ADULT EDUCATION, ADULT EDUCATION PROGRAMS, COURSE EVALUATION, CURRICULUM DEVELOPMENT, EDUCATIONAL RADIO, EDUCATIONAL TECHNOLOGY, EDUCATIONAL TELEVISION, HIGH SCHOOL EQUIVALENCY PROGRAMS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, SYSTEMS APPROACH, TELEVISION TEACHERS, KENTUCKY EDUCATIONAL TELEVISION, NAEB, NATIONAL ASSOCIATION OF EDUCATIONAL BROADCASTERS
THIS PRESENTATION, THROUGH EXAMPLES AND PRACTICAL SUGGESTIONS, SHOWS HOW SYSTEMATIC DESIGN CAN MAKE INSTRUCTIONAL TELECOMMUNICATIONS MORE EFFECTIVE AND EFFICIENT. THERE ARE SEVERAL APPROACHES TO THE DESIGN OF SYSTEMATIC INSTRUCTION: ONE EXAMPLE IS THE SYSTEM USED BY KENTUCKY EDUCATIONAL TELEVISION IN AN INSTRUCTIONAL SERIES PREPARING ADULTS FOR THE GED HIGH SCHOOL EQUIVALENCY CERTIFICATE. THAT SYSTEM WAS COMPOSED OF SEVEN STEPS (1) DETERMINATION OF OBJECTIVES, (2) IDENTIFICATION OF CONTENT NEEDED; (3) SELECTION OF INSTRUCTIONAL STRATEGY; (4) PRODUCTION OF PROGRAMS AND MATERIALS; (5) VALIDATION OF THE INSTRUCTION; (6) PROMOTION AND UTILIZATION OF THE MATERIALS, AND (7) EVALUATION. THE SYSTEMATIC APPROACH MAY INVOLVE A TEAM EFFORT IN DEVELOPING TELEVISION BASED INSTRUCTION. THIS IS BOTH USEFUL AND DANGEROUS, AND IS ENDORSED PROVIDING THAT IT IS RECOGNIZED THAT THE ROAD FROM CONCEPTION TO COMPLETION IS NOT LIKELY TO BE SMOOTH, AND THAT THERE EXISTS SOME FINAL POINT OR LOCUS OF DECISION. (WBC)
ERIC: ED134145

2374 AN INSTRUCTIONAL PROGRAM FOR EMPLOYABILITY ORIENTATION. FEB 72
OSBORN, WILLIAM C.; AND OTHERS
HUMAN RESOURCES RESEARCH ORGANIZATION, ALEXANDRIA, VA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 308P.
ADULT EDUCATION, BEHAVIORAL OBJECTIVES, CAREER EDUCATION, CAREER PLANNING, CURRICULUM GUIDES, DECISION MAKING, DISADVANTAGED GROUPS, EDUCATIONAL EQUIPMENT, EDUCATIONAL RESOURCES, EMPLOYMENT QUALIFICATIONS, INSTRUCTIONAL AIDS, MANUALS, PROGRAM DEVELOPMENT, RESOURCE GUIDES, TEACHING GUIDES, TEACHING METHODS, TEACHING PROCEDURES, EMPLOYMENT SKILLS, WIN, WORK INCENTIVE PROGRAMS
PREPARED BY A GROUP OF SCIENTISTS FROM AN ANALYSIS OF WORK INCENTIVE (WIN) PROGRAM GOALS AND A NATIONAL SURVEY TO IDENTIFY EXPECTED ENROLLEE BEHAVIOR, THIS 2-PART HANDBOOK IS INTENDED PRIMARILY FOR USE BY WIN TEAMS IN DEVELOPING AN EMPLOYABILITY TRAINING AND ORIENTATION PROGRAM FOR WIN POPULATIONS BUT WOULD BE USEFUL FOR WORK WITH SIMILAR TRAINEES. THE GOALS OF THE ORIENTATION PROGRAM ARE TO ENABLE THE ENROLLEE TO (1) COPE WITH THE HOME ENVIRONMENT, (2) REALISTICALLY ASSESS HIS/HER VOCATIONAL GOALS, (3) OBTAIN AN APPROPRIATE JOB, AND (4) PERFORM SUCCESSFULLY WITHIN A VOCATION. PART 1 CONTAINS GUIDELINES TO BE USED BY PROGRAM MANAGERS IN SPECIFYING AREAS TO BE INCLUDED IN THE PROGRAM, DETERMINING ENROLLEE NEEDS, AND SEQUENCING INSTRUCTIONAL UNITS. PART 2 IS INTENDED FOR THE CLASSROOM INSTRUCTOR AND CONSISTS OF 18 INSTRUCTIONAL MODULES, WHICH ENCOMPASS TRAINING TOPICS ORGANIZED AROUND 51 BEHAVIORAL OBJECTIVES AND CONTAIN FROM ONE TO NINE INSTRUCTIONAL UNITS PER MODULE, TESTS FOR EVALUATING ENROLLEE ACHIEVEMENT, AND REFERENCES. THE INSTRUCTIONAL UNITS CONTAIN GOALS, SUGGESTED TEACHING METHODS AND PROCEDURES, MATERIALS, SUPPORT MATERIAL IN THE FORM OF ILLUSTRATIONS AND SAMPLE STUDENT MATERIAL, AND AN INSTRUCTIONAL OUTLINE SHOWING THE RELATIONSHIP BETWEEN INSTRUCTIONAL STEPS AND THE SKILL AND KNOWLEDGE REQUIREMENTS COVERED IN THE UNIT. (SB)
ERIC: ED064491

2375 INSTRUCTORS CURRICULUM GUIDE: BUILDING SERVICES PERSONNEL. 70
PUERTO RICAN FORUM, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 83P.
AUDIOLINGUAL METHODS, CLEANING, CURRICULUM GUIDES, ENGLISH (SECOND LANGUAGE), INSTRUCTIONAL MATERIALS, MAINTENANCE, PUERTO RICANS, UNSKILLED OCCUPATIONS, BASIC

(CONT.)
2375 OCCUPATIONAL LANGUAGE TRAINING, BOLT
THE BASIC OCCUPATIONAL LANGUAGE TRAINING PROGRAM (B.O.L.T.), A PROJECT OF THE PUERTO RICAN FORUM, INC., IS FUNDED BY THE U.S. DEPARTMENT OF LABOR, AND HAS BEEN IN OPERATION SINCE SEPTEMBER 1967. IT HAS TAUGHT ENGLISH TO PUERTO RICAN AND OTHER SPANISH-SPEAKING WORKERS EMPLOYED IN BANKS, FACTORIES, HOSPITALS, HOUSING PROJECTS, COMMUNITY AGENCIES, AND OTHER ORGANIZATIONS IN METROPOLITAN NEW YORK CITY. B.O.L.T. ATTEMPTS TO INCREASE THE UPWARD JOB MOBILITY OF THESE WORKERS BY TACKLING THEIR MAJOR HANDICAP, LACK OF ENGLISH. THIS CURRICULUM GUIDE, BASED ON AN AUDIOLINGUAL METHOD OF LANGUAGE TRAINING, CONSISTS OF 20 LESSONS REPRESENTING 50-100 HOURS OF CLASSROOM INSTRUCTION INCLUDING STRUCTURED SHOP TALK, VISITS BY THE SUPERVISORS, TOURS OF THE JOB SITES, ACTUAL ON-THE-JOB SESSIONS EMPHASIZING THE VOCABULARY AND/OR STRUCTURES RELATED TO A PARTICULAR JOB SKILL, AND POST COURSE TESTING. DIRECTED TO HOSPITAL BUILDING SERVICES PERSONNEL, THE MATERIALS IN THIS GUIDE MAY BE ADAPTED TO SUIT OTHER JOB AREAS BY CHANGING PERTINENT VOCABULARY AND READING MATERIALS. OTHER GUIDES IN THE OCCUPATIONAL AREAS OF OFFICE SKILLS, COMMUNITY ACTION WORKERS, FACTORY WORKERS, HOUSING PROJECT CARETAKERS, DIETARY SERVICE PERSONNEL, HOUSEWIVES, AND BANK STOCK-TRANSFER BOOKKEEPERS ARE FORTHCOMING. (AMM)
ERIC: ED038645 PUERTO RICAN FORUM, INC., 156 FIFTH AVENUE, NEW YORK, N.Y. 10010

2376 INSTRUMENT ASSEMBLER (ANY IND.) 7-09.610--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAY 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, INDUSTRY, JOB APPLICANTS, JOB SKILLS, MACHINE TOOLS, MECHANICAL SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, INSTRUMENT ASSEMBLER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065577

2377 INSTRUMENT REPAIRMAN (ANY IND.) 710.281--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. JAN 67
NOTES: 13P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE REPAIRMEN, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, REPAIR, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, INSTRUMENT REPAIRMEN
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB UTIES OF THE EXPERIMENTAL SAM<
ERIC: ED066480

2378 INSULATING-MACHINE OPERATOR (INSULATED WIRE) 7-00.210: PAIRING-MACHINE OPERATOR (INSULATED WIRE) 7-00.220--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. AUG 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED WORKERS, GATB, GENERAL APTITUDE TEST BATTERY, INSULATING MACHINE OPERATORS, PAIRING MACHINE OPERATORS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB

(CONT.)
2378 PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066470

2379 INSULATION WORKER (CONST.) 863.884--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
AIR CONDITIONING, APTITUDE TESTS, BUILDING TRADES, CUTTING SCORES, EVALUATION CRITERIA, HEATING, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, INSULATION WORKER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED068563

2380 INSULATION-BLANKET MAKER (AIRCRAFT MFG) 809.884 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL PTITUDE TEST BATTERY. SEP 57
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
AEROSPACE INDUSTRY, APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MANUFACTURING INDUSTRY, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PRODUCTION TECHNICIANS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, INSULATION BLANKET MAKER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061315

2381 INTEGRATING ECONOMIC POLICY WITH FAIR EMPLOYMENT POLICY MAY-JUN 75
LYLE, JEROLYN
INTEGRATED EDUCATION;13:3;46-48
PUBLIC POLICY, EMPLOYMENT OPPORTUNITIES, CIVIL RIGHTS, FEDERAL GOVERNMENT, MINORITY GROUPS, LAW ENFORCEMENT, RACIAL DIFFERENCES, FAMILY INCOME, FEMALES, ECONOMICS
THIS TESTIMONY, BEFORE A PUBLIC HEARING OF THE NEW YORK CITY COMMISSION ON HUMAN RIGHTS IN MAY 1974, NOTES THAT A STUDY OF 250 OF THE LARGEST CORPORATE EMPLOYERS WITH RESPECT TO THEIR CIVIL RIGHTS COMPLIANCE POSTURE SUGGESTS THAT MICROECONOMIC POLICY FOR THE ECONOMY NEEDS TO BE MUCH BETTER INTEGRATED WITH FAIR EMPLOYMENT PRACTICE POLICY. (AUTHOR/JM)
ERIC: EJ121866

2382 THE INTEGRATION OF FEMALES INTO MALE-ORIENTED JOBS EXPERIENCES OF CERTAIN PUBLIC UTILITY COMPANIES 1976
MEYER, HERBERT H.;LEE, MARY DEAN
UNIVERSITY OF SOUTH FLORIDA, TAMPA, EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-21-12-75-15
NOTES: FINAL REPT. 205P
FEMALES, CAREER DEVELOPMENT, NTISLABPEU
THE GENERAL OBJECTIVE OF THE STUDY WAS TO PROVIDE INSIGHT AND GUIDANCE TO COMPANIES AND INDIVIDUALS AS TO HOW THE INTEGRATION OF FEMALES INTO TRADITIONALLY MALE JOBS CAN BE FACILITATED.
NTIS: PB-254 621/EST NTIS PRICES PC$7.75/MF$2.25

2383 THE INTEGRATION OF LEARNING AND EARNING COOPERATIVE EDUCATION AND NONTRADITIONAL STUDY. 73
CROSS, K. PATRICIA
AMERICAN ASSOCIATION FOR HIGHER EDUCATION, WASHINGTON, D.C.; ERIC CLEARINGHOUSE ON HIGHER EDUCATION, WASHINGTON, D.C. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 78P.
COOPERATIVE EDUCATION, COOPERATIVE PROGRAMS, EDUCATIONAL INNOVATION, HIGHER EDUCATION, LEARNING EXPERIENCE, WORK EXPERIENCE PROGRAMS, WORK STUDY PROGRAMS
THIS PAPER EXAMINES THE RAPIDLY DEVELOPING TRENDS OF COOPERATIVE EDUCATION AND NONTRADITIONAL STUDY. THE AUTHOR SEES THESE TRENDS AS AN ATTEMPT TO END THE SELF-IMPOSED ISOLATION OF HIGHER EDUCATION. THE FIRST, COOPERATIVE EDUCATION, BRINGS STUDENTS OUT OF THE MORE TRADITIONALLY CLOISTERED CLASSROOM SETTING INTO THE WORLD OF WORK. THE SECOND, NONTRADITIONAL STUDIES, BRINGS ADULTS WHO IN PAST YEARS HAVE COMPLETED COLLEGE BACK INTO THE CLASSROOM. THESE TRENDS ARE SEEN AS A RESPONSE TO PRESSURES TO INTEGRATE EDUCATION INTO THE LIFE NEEDS OF LEARNERS AS WELL AS TO ALLOW GREATER EDUCATIONAL OPPORTUNITY FOR A LARGER NUMBER OF POTENTIAL STUDENTS. AN EXTENSIVE BIBLIOGRAPHY IS INCLUDED. (MJM)
ERIC: ED080100 AMERICAN ASSOCIATION FOR HIGHER EDUCATION, 1 DUPONT CIRCLE, SUITE 780, WASHINGTON, D.C. 20036 ($2.00)

2384 INTEGRATION OF WOMEN INTO MANAGEMENT POSITIONS A RESEARCH REVIEW. SEP 76
TERBORG, JAMES R.
NOTES: 31P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE AMERICAN PSYCHOLOGICAL ASSOCIATION (84TH, WASHINGTON, D.C., SEPTEMBER 3-7, 1976)
CAREER CHOICE, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PRACTICES, FEMALES, LITERATURE REVIEWS, MANAGEMENT, MANAGERIAL OCCUPATIONS, ROLE CONFLICT, SEX ROLE, SEX STEREOTYPES, SOCIALIZATION, SOCIAL SCIENCE RESEARCH
THIS PAPER REVIEWS THE LITERATURE ON THE PSYCHOLOGICAL AND SOCIAL PROCESSES INVOLVED IN THE INTEGRATION OF WOMEN INTO MANAGEMENT POSITIONS. THE AUTHOR CONCENTRATES ON TWO AREAS. FIRST IS THE ENTRY OF WOMEN INTO MANAGEMENT (INCLUDING WOMENS CAREER CHOICES, CHOICE OF ORGANIZATION, AND THE EFFECTS OF THESE CHOICES ON THE ORGANIZATION. THESE EFFECTS INCLUDE THE IMPACT ON RECRUITMENT PROCEDURES AND MALE JOB APPLICANTS). THE SECOND AREA CONCERNS THE SOCIALIZATION AND DEVELOPMENT OF WOMEN MANAGERS ONCE THEY HAVE GAINED ENTRY. THE RESEARCH IN THIS AREA DEALS WITH THE PERSONAL NEEDS, VALUES, AND SKILLS OF WOMEN MANAGERS, AS WELL AS WITH THE PHYSICAL-TECHNOLOGICAL ENVIRONMENT AND THE SOCIAL-INTERPERSONAL ENVIRONMENT THAT WOMEN MANAGERS MUST FACE. THE AUTHOR SUGGESTS THAT RESEARCHERS SHOULD CONDUCT MORE LONGITUDINAL FIELD RESEARCH AND SHOULD INVESTIGATE THE EFFECTS OF WOMEN IN MANAGEMENT ON THE SOCIETY AS A WHOLE. (AUTHOR/DS)
ERIC: ED132708

2385 AN INTEGRATIVE APPROACH TO THE STUDY OF LEADERSHIP AN EMPIRICAL EXAMINATION AND THEORETICAL INTEGRATION 23 JUL 76
VECCHIO, ROBERT P.
ILLINOIS UNIV. AT URBANA-CHAMPAIGN. DEPT. OF PSYCHOLOGY.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-17-76-27
NOTES: FINAL REPT. 196P
LEADERSHIP, NTISLABPEU
FORTY-EIGHT FOUR-MAN GROUPS PARTICIPATED IN AN EMPIRICAL EXAMINATION OF THE PREDICTIVE VALIDITY OF TWO MAJOR APPROACHES TO STUDYING LEADERSHIP EFFECTIVENESS (I.E., GROUP VERSUS DYADIC LEVEL OF ANALYSIS) WITHIN THE LARGER CONCEPTUAL FRAMEWORK OF AN INTEGRATIVE APPROACH. THE STUDY, INCORPORATING STRONG MANIPULATIONS WITHIN A FACTORIAL DESIGN, EMPLOYED MULTIPLE MEASURES OF GROUP AND INDIVIDUAL SATISFACTION AND PERFORMANCE. RESULTS ARGUED FOR THE FOLLOWING (1) SUFFICIENT DOUBT EXISTS RELATIVE TO THE VALIDITY OF THE CONTINGENCY MODEL TO WARRANT ADDITIONAL VALIDATION ATTEMPTS; (2) ALTHOUGH THE CONTINGENCY MODEL DID NOT RECEIVE DIRECT SUPPORT IN THE PRESENT STUDY, IT DID RECEIVE INDIRECT SUPPORT FROM THE SPIN-OFF ISSUES OF LEADER INTELLIGENCE, INTRAGROUP SATISFACTION, AND DYADIC REFINEMENT; AND (3) FUTURE RESEARCH IN THE AREA OF LEADERSHIP MUST NOT ONLY FOLLOW THE CONTINGENCY MODELS EXAMPLE OF SELECTING VARIABLES FROM THE MAJOR COMPONENTS OF THE LEADERSHIP PHENOMENON (I.E., LEADER STYLE AND SITUATIONAL CHARACTERISTICS) BUT ALSO SELECT VARIABLES RELEVANT TO FOLLOWERS PERCEPTIONS AND REACTIONS.
NTIS: PB-274 267/4ST NTIS PRICES PC A03/MF A01

2386 INTELLIGENCE AND WORK ADJUSTMENT IN AN NYC POPULATION SEP 72
ANDERSON, WAYNE;COX, WRAY
JOURNAL OF EMPLOYMENT COUNSELING;9;3;126-129
DISADVANTAGED GROUPS, DISADVANTAGED YOUTH, EMPLOYMENT COUNSELORS, INTELLIGENCE, INTELLIGENCE TESTS, OCCUPATIONAL GUIDANCE, PERFORMANCE FACTORS, PREDICTION, RACIAL FACTORS, VOCATIONAL ADJUSTMENT
WHEN PREDICTING WORK ADJUSTMENT FOR DISADVANTAGED TRAINEES, INTELLIGENCE TESTS WILL PREDICT BETTER FOR WHITES THAN BLACKS. ADDITIONAL DATA SUGGEST THAT THE COUNSELOR WHO IS INTERESTED IN PREDICTING THE WORK ADJUSTMENT OF HIS CLIENTS SHOULD BE AWARE OF THE NEED TO DEVELOP DIFFERENT PREDICTION CRITERIA FOR WHITES AND BLACKS. (AUTHOR)
ERIC: EJ066042

2387 INTENDED CHILDBEARING AND LABOR FORCE PARTICIPATION OF YOUNG WOMEN INSIGHTS FROM NON-RECURSIVE MODELS APR 76
WAITE, LINDA J.;STOLZENBERG, ROSS M.
AMERICAN SOCIOLOGICAL REVIEW;41;2;235-250

(CONT.)

2387 FEMALES, YOUNG ADULTS, FAMILY PLANNING, WORK ATTITUDES, NATIONAL SURVEYS, MATHEMATICAL MODELS, RACIAL DIFFERENCES, EDUCATIONAL BACKGROUND, FAMILY BACKGROUND, STATISTICAL ANALYSIS
EXAMINES SIMULTANEOUS EQUATION MODELS, USING A LARGE NATIONAL SAMPLE OF WOMEN IN THEIR MID TWENTIES IT IS FOUND THAT THE NUMBER OF CHILDREN A WOMAN PLANS TO BEAR HAS ONLY A SMALL EFFECT ON INTENTIONS TO PARTICIPATE IN THE LABOR FORCE, ALTHOUGH A WOMANS PLANS TO PARTICIPATE IN THE LABOR FORCE HAS A SUBSTANTIAL EFFECT ON THE TOTAL NUMBER OF CHILDREN SHE PLANS TO BEAR IN HER LIFETIME. (AUTHOR/JM)
ERIC: EJ135437

2388 AN INTENSIVE INVESTIGATION OF THE PROBLEMS ASSOCIATED WITH YOUNG MEN WHO ARE MENTALLY UNQUALIFIED FOR MILITARY SERVICE. FINAL REPORT. 31 MAY 67
HUQ, A.M. ;AND OTHERS
NOTES: 172P.
APTITUDE, ECONOMIC STATUS, EDUCATIONAL BACKGROUND, EMOTIONAL MALADJUSTMENT, EMPLOYMENT EXPERIENCE, EMPLOYMENT POTENTIAL, EMPLOYMENT PROBLEMS, FAMILY BACKGROUND, INDIVIDUAL CHARACTERISTICS, INTELLIGENCE, LITERACY, MALES, MENTALLY HANDICAPPED, MILITARY SERVICE, MOTIVATION, PILOT PROJECTS, QUESTIONNAIRES, TEST RESULTS, VOCATIONAL ADJUSTMENT, YOUTH
THE VOCATIONAL POTENTIALS, PROBLEMS OF VOCATIONAL ADJUSTMENT, AND SPECIAL NEEDS FOR ASSISTANCE OF 82 URBAN AND 21 RURAL REJECTEES WERE STUDIED, AND RECOMMENDATIONS ON THE METHODOLOGY FOR A NATIONAL STUDY WERE MADE. INFORMATION ON INTELLIGENCE, VOCATIONAL APTITUDES, CURRENT EMPLOYMENT AND VOCATIONAL STATUS, LITERACY AND EDUCATIONAL ATTAINMENT, ATTITUDES AND MOTIVATION FOR TRAINING OR WORK, PSYCHOLOGICAL AND PHYSICAL HEALTH, AND SOCIOECONOMIC SITUATION THROUGH THE USE OF THE WECHSLER ADULT INTELLIGENCE SCALE, THE GENERAL APTITUDE TEST BATTERY, THE RORSCHACH TEST, AND A COMPREHENSIVE INTERVIEW BY A PSYCHIATRIC SOCIAL WORKER WAS ELICITED. ALMOST ALL OF THE REJECTEES HAD THE POTENTIAL TO PERFORM USEFUL WORK BUT HAD EXPERIENCED GREAT IRREGULARITY OF EMPLOYMENT. THERE WAS SERIOUS NEED FOR REMEDIAL EDUCATION IN BASIC LANGUAGE AND NUMBER SKILLS, AND FOR HELP IN SOLVING PSYCHOLOGICAL PROBLEMS, AND DEVELOPING BETTER WORK HABITS. THESE EFFORTS NEEDED TO BE COMPLEMENTED BY BETTER EMPLOYMENT OPPORTUNITIES. IT WAS RECOMMENDED THAT (1) A NATIONAL SURVEY GIVE SPECIAL ATTENTION TO SAMPLING PROBLEMS AND TO DEVELOPING OR TESTING NEW SOURCES OF INFORMATION ON CERTAIN REJECTEE CHARACTERISTICS, AND (2) AN EXPERIMENT BE UNDERTAKEN TO TEST THE EFFECTS OF SPECIFIC PROGRAM FEATURES ON FACTORS IN THE PROBLEM AREAS IDENTIFIED BY THE PILOT STUDY SUCH AS INSUFFICIENT MOTIVATION, INADEQUATE WORK HABITS, LOW EDUCATIONAL ACHIEVEMENT, AND PSYCHOLOGICAL MALADJUSTMENT. THE APPENDIX INCLUDES THE INTERVIEW INSTRUMENT AND STATISTICAL DATA. (JK)
AIM/ARM: VT004325

2389 INTER-ORGANIZATIONAL RELATIONS AND INNER CITY MANPOWER PROGRAMS. OCT 71
ROGERS, DAVID
NEW YORK UNIV., N.Y. GRADUATE SCHOOL OF BUSINESS ADMINISTRATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 452P.
INNER CITY, LEADERSHIP RESPONSIBILITY, LOCAL GOVERNMENT, MANPOWER DEVELOPMENT, ORGANIZATIONAL CLIMATE, ORGANIZATIONAL DEVELOPMENT, ORGANIZATIONS (GROUPS), POLITICAL INFLUENCES, RELATIONSHIP, MANPOWER PROGRAMS
THIS IS A COMPARATIVE STUDY OF INTER-ORGANIZATIONAL RELATIONS OF MANPOWER AGENCIES IN CLEVELAND, PHILADELPHIA, AND NEW YORK CITY. IT ANALYZES HOW THE POLITICAL SETTING OF CITIES AFFECTS THE ORGANIZATIONAL DESIGN AND RELATIONS OF MANPOWER AGENCIES, AND HOW THIS, IN TURN, AFFECTS AGENCY PERFORMANCE. SPECIFICALLY, IT ANALYZES THE CONDITIONS UNDER WHICH (1) COORDINATED AND COMPREHENSIVE LOCAL MANPOWER SYSTEMS DEVELOP: AND (2) PARTICULARLY PRODUCTIVE AND UNPRODUCTIVE INTER-AGENCY RELATIONS EXIST. ON THE BASIS OF SUCH AN ANALYSIS, IT (3) MAKES POLICY RECOMMENDATIONS TO THE DEPARTMENT OF LABOR ON POLITICAL STRATEGY IN DEALING WITH AGENCIES AND ON APPROPRIATE ORGANIZATIONAL DESIGN. PARTICULAR RECOMMENDATIONS ARE MADE FOR EACH CITY, INCLUDING THE CHOICE OF PRIME SPONSOR. FINALLY, MORE GENERIC RECOMMENDATIONS ARE MADE ON SETTING UP AND IMPROVING LOCAL MANPOWER SYSTEMS THAT MAY APPLY TO ANY CITY. A MUCH MORE ACTIVE LEADERSHIP ROLE ON THESE MATTERS IS URGED FOR THE DEPARTMENT OF LABOR. (AUTHOR)
ERIC: ED061992 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-211 085, MF $1.45, HC $6.00)

2390 INTERACTIVE COMPUTER SYSTEM WILL HELP STUDENTS MAKE CAREER DECISIONS SEP 71
VOCATIONAL GUIDANCE QUARTERLY;20;1;61-62
CAREER CHOICE, COMPUTER ORIENTED PROGRAMS, COMPUTERS, INFORMATION SYSTEMS, OCCUPATIONAL CHOICE, OCCUPATIONAL GUIDANCE, STUDENTS
A SYSTEM THAT ACTUALLY TEACHES THE STUDENT HOW TO THINK ABOUT VOCATIONAL CHOICES RATIONALLY AND SYSTEMTICALLY IS DESCRIBED. (BY)
ERIC: EJ044068

2391 INTERAREA EDUCATIONAL EARNINGS DIFFERENTIALS A CROSS-SECTION ANALYSIS. 3 DEC 74
KALCIC, DISMAS B.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 109P.; PH.D. DISSERTATION, WASHINGTON UNIVERSITY, ST. LOUIS, MISSOURI
CROSS SECTIONAL STUDIES, DOCTORAL THESES, EDUCATIONAL BACKGROUND, FEMALES, LABOR UNIONS, LOCAL UNIONS, MALES, METROPOLITAN AREAS, NEGROES, RACIAL DISCRIMINATION, SALARIES, SALARY DIFFERENTIALS, SEX DISCRIMINATION, SUBEMPLOYMENT, TABLES (DATA), UNSKILLED LABOR, WAGES

(CONT.)

2391 THIS STUDY WAS DESIGNED TO EXPLAIN THE EARNINGS DIFFERENTIALS BETWEEN METROPOLITAN AREAS FOR SIX LABOR TYPES, IDENTIFIED BY LEVEL OF EDUCATION 0-7, 8, 9-11, 12, 13-15, AND 16 OR MORE. THREE SEPARATE MODELS RELATE THE AVERAGE EARNINGS OF THESE TYPES TO SEVERAL AREA VARIABLES. MULTIPLE REGRESSION EQUATIONS, BASED ON 1960 CENSUS AND RELATED DATA, INDICATE THAT (1) THE EARNINGS OF THE MALE LABOR TYPES ARE SIGNIFICANTLY RELATED TO THE COOPERATING LABOR FORCE IN AN AREA; (2) AREA UNIONIZATION PROVIDES A SIGNIFICANT EXPLANATION FOR THE INTERAREA EARNINGS DIFFERENTIALS OF ALL LABOR TYPES, BOTH MALE AND FEMALE; (3) THE EARNINGS OF THE LOWEST LABOR TYPE ARE RELATED PRIMARILY TO THE EXTENT OF AREA UNIONIZATION AND TO THE PERCENTAGE OF THE TYPE RELATIVE TO THE AREA LABOR FORCE; (4) THE EARNINGS OF FEMALES ARE AFFECTED BY THE NUMBER OF FEMALES RELATIVE TO MALES IN THE LABOR FORCE WITH NONWHITE FEMALES OF THE LOWEST LABOR TYPE SUFFERING DISCRIMINATION; AND (5) A NORTH-SOUTH REGIONAL DIFFERENTIAL EXISTS FOR FEMALES BUT NOT FOR MALES. THESE RESULTS INDICATE THAT THE FORCES WHICH DETERMINE THE EARNINGS OF WOMEN ARE DIFFERENT FROM THOSE WHICH DETERMINE THE EARNINGS OF MEN. (AUTHOR)
ERIC: ED105106

2392 INTERCOM SERVICEMAN (ANY IND.) 5-83.418--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. NOV 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, ELECTRICAL OCCUPATIONS, EVALUATION CRITERIA, INTERCOMMUNICATION, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SERVICE OCCUPATIONS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, INTERCOM SERVICEMAN
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED072066

2393 INTEREST RATES AND OCCUPATIONAL CHOICE F 75
MARTIN, DONALD L.
JOURNAL OF HUMAN RESOURCES;10;4;537-43
ECONOMIC RESEARCH, MATHEMATICAL MODELS, TRAINEES, PERSISTENCE, ECONOMIC FACTORS, TABLES (DATA), INTEREST, LABOR ECONOMICS, LABOR SUPPLY, WAGES, INTEREST RATES
THE PAPER DESCRIBES THE LABOR SUPPLY EFFECTS OF CHANGES IN THE RATE OF INTEREST ON WAGE RATES PAID IN GENERALIZED TRAINING OCCUPATIONS. THE EVIDENCE APPEARS TO BE CONSISTENT WITH THE HYPOTHESIS THAT THE RATE OF INTEREST IS A DETERMINANT OF LABOR SUPPLY AND IS POSITIVELY RELATED TO OCCUPATIONAL WAGE RATES. (AUTHOR)
ERIC: EJ125422

2394 INTERGOVERNMENTAL LINKAGE AND COOPERATION MODELS FOR STRENGTHENING STATE AND LOCAL MANAGEMENT OF MANPOWER PROGRAMS. 76
CASSELL, FRANK H.;AND OTHERS
EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. 17-6002-72
NOTES: 288P.; NOT AVAILABLE IN HARD COPY DUE TO PRINT QUALITY OF THE ORIGINAL DOCUMENT; SOME PAGES MAY BE MARGINALLY LEGIBLE ON MICROFICHE
ADMINISTRATIVE PROBLEMS, EDUCATIONAL PROGRAMS, EMPLOYMENT PROGRAMS, INTERAGENCY COOPERATION, INTERAGENCY COORDINATION, INTERAGENCY PLANNING, JOB TRAINING, LOCAL GOVERNMENT, MANPOWER DEVELOPMENT, MODELS, ORGANIZATIONAL COMMUNICATIONS, PROBLEM SOLVING, PROGRAM BUDGETING, PROGRAM COORDINATION, PROGRAM IMPROVEMENT, SEMINARS, STATE AGENCIES, WORKSHOPS
A PROJECT WAS DESIGNED TO IDENTIFY BARRIERS WHICH PRECLUDE COOPERATION OR COORDINATION AMONG AGENCIES (PARTICULARLY THE U.S. DEPARTMENT OF LABOR, THE U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, AND THE ENVIRONMENTAL PROTECTION AGENCY) IN THE DISCHARGE OF THEIR MANPOWER RESPONSIBILITIES AND TO DEVELOP TECHNIQUES FOR OVERCOMING THE BARRIERS IDENTIFIED. SIX MAJOR BARRIERS WERE IDENTIFIED COMMUNICATION METHODS, CONFUSING AND CONFLICTING RULES AND REGULATIONS, TURF, INFORMATION, PLANNING CYCLE PROBLEMS, AND GOAL INCONGRUENCE AND ROLE CONFUSION. THIS REPORT PRESENTS THE RESULTING SIX MODELS (AND AN INTRODUCTION) WHICH COMPRISE A CONCEPTUAL FRAMEWORK FOR LINKAGE, OR OVERCOMING THE COORDINATION BARRIERS. EACH MODEL INCLUDES RECOMMENDATIONS FOR A 1-DAY SEMINAR AGENDA AND SUPPORTIVE EXHIBITS WHICH AID IN DEVELOPING SEMINARS TO TEACH THE MODEL. THE MODELS ARE TITLED (1) PROBLEM IDENTIFICATION, (2) COMMUNICATION STRATEGIES FOR LIAISON RELATIONSHIPS, (3) IMPLEMENTATION DEFINING AND SOLVING LIAISON PROBLEMS (EXPLORES THE PROBLEMS OF CONFUSING AND CONFLICTING RULES, TURF, AND GOAL INCONGRUENCE), (4) PUBLIC AND PRIVATE SECTOR LINKAGES IN THE EMPLOYMENT AND TRAINING SYSTEM (EXPLORES THE RELATIONSHIP BETWEEN SUPPLY AND DEMAND IN THE LABOR MARKET AND THE ROLE OF INTERMEDIARIES), (5) EXCHANGE OF INFORMATION AND INTERAGENCY LINKAGES (DESIGNED TO

(CONT.)
2394 ENABLE DECISIONMAKERS TO ANALYZE THE INFORMATION NEEDS OF THEIR PROJECTS), AND (6) BUDGETING AND PROGRAM ANALYSIS. THE FINAL SECTION OF THIS REPORT, APPLYING THE MODELS, IS A WORKBOOK DEVELOPED BY THE PROJECT STAFF AND IS DESIGNED TO CARRY OPERATING PERSONNEL THROUGH THE STEPS NECESSARY FOR APPLYING EACH OF THE MODELS. (SH)
ERIC: ED138729

2395 INTERGOVERNMENTAL RELATIONS UNDER THE NEW MANPOWER ACT JUN 74
GUTTMAN, ROBERT
MONTHLY LABOR REVIEW:97:7:10-16
FEDERAL STATE RELATIONSHIP, PUBLIC SERVICE OCCUPATIONS, EMPLOYMENT PROGRAMS, ADMINISTRATIVE CHANGE, LOCAL GOVERNMENT, FEDERAL LEGISLATION, ADMINISTRATIVE ORGANIZATION, JOB TRAINING, GOVERNMENT ROLE, MANPOWER DEVELOPMENT AND TRAINING ACT
ERIC: EJ100650

2396 THE INTERGROUP BARGAINING OF MIXED-SEX GROUPS 1975
WALL, J.A. JR.
PROCEEDINGS OF ACADEMY OF MANAGEMENT, AUG 1975, P. 158-160. BIBLIOG. 12
BARGAINING, BEHAVIORAL SCIENCE, COLLECTIVE BARGAINING, GROUP DYNAMICS, INDUSTRIAL RELATIONS, LABOR MANAGEMENT, LABOR UNIONS, MANAGEMENT, QUANTITATIVE METHODS, SIMULATION, STATISTICS, SURVEY, WOMEN
EFFECTS OF CONSTITUENT DIRECTIVES, EFFECTS OF OBEDIENCE TENDENCY AND EFFECTS OF OUTSIDER BARGAINING ARE EXAMINED AS PREDICTORS OF THE BARGAINING DIFFERENCES. FOUR HYPOTHESES RELATED TO INTERGROUP BARGAINING OF MIXED GROUPS AND ITS DIFFERENCE FROM THAT OF MALE AND FEMALE GROUPS ARE TESTED. RESULTS OF A SURVEY INDICATE THAT THE OUTCOMES OF THE MIXED GROUP BARGAINING ARE INCONSISTENT WITH MALE AND FEMALE GROUP BARGAINING BEHAVIOR.
MGMT: AMJ75MP158

2397 INTERIM REPORT FOR OFFICE OF NAVAL RESEARCH. VOLUME I 1 NOV 77
WACHTER, MICHAEL YOUNG, RICHARD M.
WHARTON ECONOMETRIC FORECASTING ASSOCIATES PHILADELPHIA PA
CONTRACT NO. N00014-76-C-0782
NOTES: 83P
LABOR, EMPLOYMENT, UNEMPLOYMENT, LABOR MARKET, WHARTON QUARTERLY MODEL, ECONOMIC MODELS, NTIS00XA
THIS REPORT DOCUMENTS AN INVESTIGATION ON COMPARATIVE METHODS OF MODELING THE DEMOGRAPHIC CHARACTERISTICS OF EMPLOYMENT AND THE LABOR FORCE, BASED ON MODELING STOCKS OR NET FLOWS. THE FORMER IS TAKEN FROM RESEARCH BY THE URBAN INSTITUTE AND THE LATTER DEVELOPED BY WEFA AND DOCUMENTED IN THE REPORT. AFTER COMPARING THEIR CHARACTERISTICS THE WEFA MODEL IS USED TO FORECAST LABOR MARKETS THROUGH THE SECOND QUARTER OF 1982. (AUTHOR)
NTIS: AD-A047 673/9ST NTIS PRICES PC A05/MF A01

2398 INTERINDUSTRY WAGE DIFFERENTIALS AMONG UNIONIZED TRUCKDRIVERS IN A LOCAL LABOR MARKET A CASE STUDY JAN 76
KAY, IRA TERRY
WAYNE STATE UNIV., DETROIT, MICH. DEPT. OF ECONOMICS.*MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-25-75-38
NOTES: FINAL REPT. 159P
MOTOR VEHICLE OPERATORS, TRUCKS, SALARY SURVEYS, NTISLABPEU
IN EXAMINING THE OCCUPATION OF THE LOCAL TRUCKDRIVER IN A NUMBER OF DIFFERENT INDUSTRIES, ONE MIGHT EXPECT WAGE UNIFORMITY RESULTING FROM THE SAME JOB, THE SAME NATIONAL UNION, AND THE LOCAL LABOR MARKET. COMPETITIVE THEORY INDICATES THAT WAGE DIFFERENCES FOR THE SAME JOB WOULD BE ERODED IN THE LONG RUN, AS DRIVERS MIGRATE FROM LOW-WAGE INDUSTRIES TO HIGH-WAGE INDUSTRIES, THEREBY EQUALIZING WAGE LEVELS. DATA FROM THE BUREAU OF LABOR STATISTICS OCCUPATIONAL WAGE SURVEYS SHOWED THAT INTERINDUSTRY WAGE DIFFERENCES EXISTED IN A NUMBER OF LARGE CITIES, AT LEAST SINCE 1943. THE INDUSTRY FOR WHICH ONE WORKED APPEARED AS IMPORTANT IN DETERMINING WAGE LEVELS AS ONES OCCUPATION. THE LABOR MARKET FOR TRUCKDRIVERS WAS NOT PERFECTLY COMPETITIVE AS DEFINED ABOVE.
NTIS: PB-274 149/4ST NTIS PRICES PC A08/MF A01

2399 INTERMITTENT AND FLEXIBLE WORK SCHEDULES AND WELFARE MOTHERS EMPLOYMENT, PHASE 2. OCT 75
FRANKLIN, DAVID S.
UNIVERSITY OF SOUTHERN CALIFORNIA, LOS ANGELES, REGIONAL RESEARCH INST. IN SOCIAL WELFARE. DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 126P.
AGENCY ROLE, COUNSELING PROGRAMS, DEMONSTRATION PROJECTS, EMPLOYER ATTITUDES, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, FEMALES, HEADS OF HOUSEHOLDS, INTERAGENCY COORDINATION, JOB DEVELOPMENT, JOB PLACEMENT, ONE PARENT FAMILY, PART TIME JOBS, SOCIAL SCIENCE RESEARCH, SOCIAL WELFARE, WELFARE PROBLEMS, WELFARE RECIPIENTS, WORKING HOURS, WORKING PARENTS, WORKING WOMEN, CALIFORNIA, MORE TESTS OF THE IMPACT OF FLEXIBLE SCHEDULES
THE PROJECT WORKED CLOSELY AND SUPPORTIVELY WITH CALIFORNIA WELFARE MOTHERS, HELPING THEM FIND SUITABLE EMPLOYMENT WHICH MESHED WITH THEIR PARENTING FUNCTIONS, TO DEMONSTRATE AND TEST THE IMPACT OF FLEXIBLE WORK SCHEDULES AND TO DETERMINE WHETHER BUSINESS AND INDUSTRY COULD PROVIDE FLEXIBLY SCHEDULED WORK (PART-TIME, TEMPORARY, OR INTERMITTENT). ACTIVITIES UNDERTAKEN INCLUDED JOB FINDING AND JOB DEVELOPMENT: CAREER COUNSELING: PROVIDING JOB, TRAINING, HOUSING, CHILD CARE, AND OTHER INFORMATION: AND

(CONT.)
2399 OPERATING GROUP SUPPORT WORKSHOPS. THE REPORT MAKES IT VERY CLEAR THAT (1) DURING A RECESSION, WHEN WELL-QUALIFIED APPLICANTS ABOUND, PRIVATE INDUSTRY WILL NOT CONSIDER STRUCTURING ITS WORK FORCE TO WELFARE MOTHERS NEEDS, WITHOUT OBVIOUS BENEFITS; AND (2) REDUCING THE NUMBER OF DEPENDENT FAMILIES ON THE WELFARE ROLLS IS NOT A REALISTIC OBJECTIVE EVEN WITH PERMANENT EMPLOYMENT ON A PART-TIME BASIS, UNLESS ON-THE-JOB TRAINING INCREASES MOTHERS HOURLY RATE. THEN THE AMOUNT OF WELFARE CONTRIBUTED TOWARD SUPPORT COULD BE REDUCED. THE CASE AGAINST INTERMITTENT JOBS WAS STRONG. MANY WOMEN WHO SUCCESSFULLY OBTAINED A JOB THROUGH THE PROJECT REQUIRED CAREFULLY STRUCTURED AND CONSISTENT HELP. IF WELFARE POLICY STATES THAT SELF-SUPPORT IS A GOAL, CLIENTS EFFORTS REQUIRE SUPPORT; VIEWING THEIR NEEDS AND READINESS BROADLY IS MORE EFFECTIVE THAN JOB PLACEMENT ALONE. (AUTHOR/AJ)
ERIC; ED118813

2400 INTERMODAL TRANSPORTATION CAREERS A GUIDE FOR DEVELOPMENT OF EDUCATIONAL PROGRAMS FOR TRANSPORTATION CAREERS FROM GRADE TEN THROUGH TWO YEARS OF POST HIGH SCHOOL EDUCATION. A REPORT OF A WORKSHOP. FEB 72
KIRSCHNER (E.J.) AND ASSOCIATES, WASHINGTON, D.C. DEPARTMENT OF TRANSPORTATION, WASHINGTON, D.C.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. DIV. OF VOCATIONAL AND TECHNICAL EDUCATION.
CONTRACT NO. OEC-0-71-4422(357)
NOTES; 138P.
CAREER EDUCATION, CORE CURRICULUM, CURRICULUM DEVELOPMENT, EDUCATIONAL NEEDS, GUIDELINES, INTERDISCIPLINARY APPROACH, JOB DEVELOPMENT, LEADERS GUIDES, OCCUPATIONAL MOBILITY, POST SECONDARY EDUCATION, PROGRAM DEVELOPMENT, SECONDARY GRADES, TRANSPORTATION, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, INTERMODAL TRANSPORTATION CAREERS
THIS REPORT SPELLS OUT THE EDUCATIONAL NEEDS AND CRITERIA IN THE OVERALL TRANSPORTATION SYSTEMS FIELD, OFFERING GUIDELINES FOR THE EDUCATIONAL COMMUNITY TO HELP RENEW OR DEVELOP CAREERS IN THE CHANGING TRANSPORTATION SYSTEMS PROFESSIONS. INTENDED TO ALLOW FOR CAREER MOBILITY FOR THOSE ALREADY EMPLOYED IN TRANSPORTATION, THE COMPREHENSIVE INTERDISCIPLINARY GUIDELINES COVER THE DEVELOPMENT, OPERATION, AND MANAGEMENT OF THE TRANSPORTATION ENVIRONMENT. THE SUGGESTED PROGRAMS ARE DIVIDED INTO THREE LEVELS (1) BEGINNING-ENTRY, (2) INTERMEDIATE, AND (3) SEMI-PROFESSIONAL. EACH CORE PROGRAM HAS BEEN MADE FLEXIBLE ENOUGH TO CONSTRUCT INSTRUCTIONAL UNITS OR MODULES OF EDUCATIONAL ELEMENTS OF SPECIFIC SKILLS, KNOWLEDGE, AND CONCEPTS, WHILE SIMULTANEOUSLY BEING GEARED TOWARD VOCATIONAL PREPARATION. THESE CORE GUIDELINES FOR CURRICULUM DEVELOPMENT IN INTERMODAL TRANSPORTATION CAREER EDUCATION ARE APPLICABLE AT THE SECONDARY AND POST-SECONDARY LEVELS. (AUTHOR/AG)
ERIC; ED072287 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 211 683; MF $0.95; SEE CATALOG FOR HARDCOPY PRICE)

2401 INTERNAL AND EATERNAL LABOR MARKETS AN ANALYSIS OF MANPOWER UTILIZATION. 21 NOV 75
SCHILLER, BRADLEY R.
MARYLAND UNIV., COLLEGE PARK. DEPT. OF ECONOMICS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES; 90P.; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL REPRODUCIBILITY
FRINGE BENEFITS, INDUSTRIAL RELATIONS, LABOR MARKET, LABOR TURNOVER, MANPOWER UTILIZATION, OCCUPATIONAL MOBILITY, RETIREMENT, SALARY DIFFERENTIALS, SOCIOECONOMIC STATUS, WAGES, PENSION PLAN
THE REPORT COVERS TWO MAJOR TOPIC AREAS, EACH OF WHICH IS TREATED IN A SEPARATE PAPER (1) THE EXTENT OF VARIATION IN INDIVIDUAL WORKERS RELATIVE EARNINGS, AND (2) THE IMPACT OF PRIVATE PENSION PLANS ON FIRM ATTACHMENT. THE FIRST STUDY LOOKS AT CHANGES IN RELATIVE EARNINGS AND EVALUATES THEM IN THE FRAMEWORK OF ALTERNATIVE LABOR MARKET MODELS. IT CONCLUDES THAT WORKERS TEND TO LEAVE THEIR EMPLOYER LESS AS VESTING STATUS OR RETIREMENT ELIGIBILITY APPROACHES AND THAT HIGHER WAGES GENERALLY TEND TO INHIBIT EXIT. THE SECOND STUDY ATTEMPTS TO MEASURE THE EXTENT TO WHICH FIRM EXIT IS CONSTRAINED BY SPECIFIC PROVISION (SUCH AS VESTING) OF PRIVATE PENSION PLANS. IT CONCLUDES THAT THE SIZE OF MONTHLY BENEFITS ACTS AS A POWERFUL DETERMINANT OF FIRM ATTACHMENT PATTERNS, WITH HIGHER MONTHLY PENSION BENEFITS TENDING TO REDUCE FIRM EXIT RATES AMONG THOSE APPROACHING RETIREMENT ELIGIBILITY AND TO INCREASE EXIT RATES FOR THOSE ALREADY ELIGIBLE FOR RETIREMENT. BOTH STUDIES USE THE SOCIAL SECURITY ADMINISTRATIONS LEED DATA FILE. (AUTHOR/JR)
ERIC; ED120520

2402 INTERNAL LABOR MARKETS AND MANPOWER ANALYSIS. MAY 70
DOERINGER, PETER B.;PIORE, MICHAEL J.
HARVARD UNIV., CAMBRIDGE, MASS.;MASSACHUSETTS INST. OF TECH., CAMBRIDGE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH
NOTES; 343P.
ECONOMIC RESEARCH, LABOR MARKET, BUSINESS, LABOR ECONOMICS, UNEMPLOYMENT, EMPLOYMENT OPPORTUNITIES, DISADVANTAGED GROUPS, MODELS
USING DATA GATHERED IN A SERIES OF INTERVIEWS WITH MANAGEMENT AND UNION OFFICIALS IN OVER 75 COMPANIES BETWEEN 1964 AND 1969, THIS REPORT ANALYZES THE CONCEPT OF THE INTERNAL LABOR MARKET AND DESCRIBES ITS RELEVANCE FOR FEDERAL MANPOWER POLICY. THE MANAGEMENT INTERVIEWS, WHICH WERE MOSTLY IN PERSONNEL, INDUSTRIAL ENGINEERING, AND OPERATIONS AREAS OF MANUFACTURING COMPANIES, WERE SUPPLEMENTED BY DATA ON THE DISADVANTAGED PROVIDED BY CIVIL RIGHTS, POVERTY, AND MANPOWER AGENCIES. THE REPORT UTILIZES THE FRAMEWORK ESTABLISHED IN THE STUDY TO SHOW THAT THE INTERNAL MARKET DOES

(CONT.)
2402 NOT IMPLY INEFFICIENCY AND MAY REPRESENT AN IMPROVEMENT IN DEALING WITH STRUCTURAL UNEMPLOYMENT. (SM)
AIM/APM: VT012300

2403 AN INTERNATIONAL REVIEW OF UNEMPLOYMENT INSURANCE SCHEMES. JAN 77
BLAUSTEIN, SAUL J.;CRAIG, ISABEL
UPJOHN (W.E.) INST. FOR EMPLOYMENT RESEARCH, KALAMAZOO, MICH.
NOTES: 279P.
COMPARATIVE ANALYSIS, CROSS CULTURAL STUDIES, DEVELOPED NATIONS, EMPLOYMENT PROGRAMS, FINANCIAL SUPPORT, INSURANCE PROGRAMS, LABOR MARKET, NATIONAL SURVEYS, PROGRAM ADMINISTRATION, PROGRAM DESCRIPTIONS, SOCIAL SERVICES, UNEMPLOYMENT INSURANCE
FIFTEENTH IN A SERIES DESIGNED TO PROVIDE A BROAD REVIEW OF UNEMPLOYMENT INSURANCE AND RELATED ISSUES, THIS STUDY DESCRIBES EXISTING UNEMPLOYMENT INSURANCE PROGRAMS, AS THEY APPLIED IN 1975, IN 22 SELECTED COUNTRIES, WITH PARTICULAR EMPHASIS ON PROGRAMS IN THE INDUSTRIALIZED NATIONS OF WESTERN EUROPE, NORTH AMERICA, AND JAPAN, AS WELL AS ON THOSE IN SEVERAL LESS DEVELOPED NATIONS. THE REPORT EMPHASIZES THE SYSTEMS IN THE UNITED STATES AND CANADA AS BASES FOR COMPARISON. FOLLOWING AN INTRODUCTORY CHAPER, WHICH DISCUSSES THE SCOPE OF THE REPORT, CHAPTER II DESCRIBES THE VARIOUS TYPES OF UNEMPLOYMENT BENEFIT SCHEMES IN USE AND CLASSIFIES COUNTRIES BY TYPE. COVERAGE, ELIGIBILITY, AND BENEFIT PROVISIONS ARE DISCUSSED IN THE NEXT FOUR CHAPTERS, AND THE TREATMENT OF SPECIAL CATEGORIES OF UNEMPLOYED WORKERS IN CHAPTER VII. FINANCING AND ADMINISTRATIVE ARRANGEMENTS ARE TAKEN UP IN CHAPTERS VIII AND IX. CHAPTER X DISCUSSES VARIOUS MEASURES USED TO PROMOTE REEMPLOYMENT AND TO IMPROVE THE FUNCTIONING OF THE LABOR MARKET. TABLES APPEAR THROUGHOUT THE REPORT, AND A BIBLIOGRAPHY IS INCLUDED. AN APPENDIX CONTAINS SUMMARIES OF THE UNEMPLOYMENT INSURANCE PROGRAMS IN EACH OF 18 COUNTRIES. ANOTHER APPENDIX DESCRIBES ACTIVITIES OF THE INTERNATIONAL LABOR ORGANIZATION AND THE INTERNATIONAL SOCIAL SECURITY ASSOCIATION IN THE FIELD OF UNEMPLOYMENT INSURANCE. (AUTHOR/LMS)
ERIC: ED141495

2404 AN INTERPRETATIO OF A THEORY OF WORK ADJUSTMENT MAY-JUN 71
FRUEHLING, ROSEMARY T.
BUSINESS EDUCATION WORLD;51;5;2-3
BUSINESS EDUCATION, JOB SATISFACTION, MODELS, THEORIES, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, WORK ATTITUDES
DISCUSSES THE ROLE OF VOCATIONAL EDUCATORS IN DEVELOPING WORK ATTITUDES THAT PROMOTE WORK ADJUSTMENT. (JS)
ERIC: EJ048391

2405 INTERRACIAL ANALYSIS OF THE DETERMINANTS OF THE ON-THE-JOB TRAINING 1974
KING, A.G.; KNAPP, C.B.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES, PROCEEDINGS OF THE TWENTY-SEVENTH ANNUAL WINTER MEETING, DEC 28-29, 1974, P. 279-286. BIBLIOG. 9
AGRICULTURE, BLACKS, COMPENSATION, DISCRIMINATION, EMPLOYMENT POLICY, JOB DESCRIPTION, LABOR MARKET, MINORITIES, PROMOTION, RETAIL INDUSTRY, TRAINING AND DEVELOPMENT, WAGES
EXAMINES BY SURVEY METHODS DIFFERENCES IN EARNINGS BY BLACKS AND WHITES TO DETERMINE IF SUCH DIFFERENCES ARE DUE TO DIFFERING CONCENTRATIONS IN VARIOUS INDUSTRIES AND CONCLUDES THAT THEY ARE NOT.
MGMT: IRR7470279

2406 INTERREGIONAL MIGRATION, EDUCATION, AND POVERTY IN THE URBAN GHETTO ANOTHER LOOK AT BLACK-WHITE EARNINGS DIFFERENTIALS. SEP 73
ADAMS, ARVIL V.;WESTEL, GILBERT
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 32P.
AGE DIFFERENCES, DEMOGRAPHY, ECONOMICALLY DISADVANTAGED, GHETTOS, INCOME, LABOR ECONOMICS, LONGITUDINAL STUDIES, MIGRATION PATTERNS, NATIONAL SURVEYS, NEGRO EMPLOYMENT, POVERTY RESEARCH, RACIAL DIFFERENCES, RURAL URBAN DIFFERENCES, SOUTHERN STATES, YOUNG ADULTS
THIS PAPER PRESENTS RESULTS, USING DATA FROM THE NATIONAL LONGITUDINAL SURVEYS, WHICH SUPPORT THE ECONOMIC DISADVANTAGE OF A NON-SOUTHERN GHETTO ENVIRONMENT FOR YOUNG BLACK MALES. CONTROLLING FOR DIFFERENCES IN AGE, YEARS OF SCHOOL COMPLETED, REGION AND CHARACTER OF CURRENT RESIDENCE, IT IS FOUND THAT THE MEAN EARNINGS OF YOUNG BLACK MALES EDUCATED IN THE METROPOLITAN NON-SOUTH ARE SUBSTANTIALLY LESS THAN THOSE OF THEIR PEERS EDUCATED IN THE RURAL SOUTH. IT WAS NOT POSSIBLE TO CONFIRM THIS DISADVANTAGE FOR OLDER BLACK MALES, HOWEVER. EXAMINING SEVERAL ATTITUDINAL AND LABOR FORCE CHARACTERISTICS OF YOUNG BLACKS LEADS TO THE CONCLUSION THAT A MAJOR PROBLEM IN REDUCING BLACK POVERTY--CONTRARY TO THE IMPLICATIONS OF THE COLEMAN REPORT--LIES IN IMPROVING THE ENVIRONMENT OF THE NON-SOUTHERN GHETTO. THE ANALYSIS IS ALSO EXTENDED TO WHITES IN ORDER TO EXAMINE THE RURAL-URBAN DIMENSIONS OF ENVIRONMENT AND MIGRATION AND THEIR EFFECT ON RACIAL EARNINGS DIFFERENTIALS. THE NATIONAL LONGITUDINAL SURVEYS CONSTITUTE A FIVE-YEAR LONGITUDINAL STUDY OF THE LABOR MARKET EXPERIENCES OF FOUR SUBSETS OF THE UNITED STATES POPULATION. THE PRESENT STUDY IS BASED ON DATA COLLECTED IN THE FIRST ROUND OF INTERVIEWS WITH TWO COHORTS OF MEN, THE FIRST 45-59 YEARS OF AGE AND THE SECOND 14-24 YEARS OF AGE. (AUTHOR/JM)
ERIC: ED094074

2407 INTERRELATIONS OF FERTILITY AND WOMENS LABOR FORCE PARTICIPATION, WITH PARTICULAR EMPHASIS ON THE EFFECTS OF EDUCATION. DISCUSSION PAPERS #388-77. FEB 77
WOLFE, BARBARA
WISCONSIN UNIV., MADISON. INST. FOR RESEARCH ON POVERTY.
NOTES: 38P.
BIRTH RATE, CONTRACEPTION, EDUCATIONAL BACKGROUND, EDUCATIONAL TRENDS, FAMILY PLANNING, FEMALES, LABOR FORCE, POPULATION GROWTH, POPULATION TRENDS, PREGNANCY, WORKING WOMEN
THE EFFECT OF MORE EDUCATION FOR WOMEN ON THEIR FERTILITY BEHAVIOR IS EXAMINED IN THIS PAPER THROUGH THE USE OF DATA FROM THE NATIONAL BUREAU OF ECONOMIC RESEARCH/THORNDIKE-HAGEN SAMPLE (NBERTH) AND A COMPARABLE GROUP FROM THE NATIONAL LONGITUDINAL SURVEY. THE NBER-TH DATA ARE LONGITUDINAL 25-YEAR HISTORIES OF 5,083 WHITE MALES AND THEIR FAMILIES. THE HYPOTHESIS THAT THE EFFECTS OF MORE EDUCATION FOR WOMEN RESULT IN SMALLER FAMILIES AND GREATER LABOR FORCE PARTICIPATION IS EXAMINED. A UTILITY MAXIMIZATION MODEL IS EMPLOYED WHERE EDUCATION AND LABOR FORCE PARTICIPATION ARE VIEWED AS AFFECTING BOTH COSTS AND TASTES. THE EFFECT OF EDUCATION ON FAMILY SIZE IS ANALYZED IN TERMS OF SEVERAL DISTINCT FACTORS CONTRACEPTIVE EFFICIENCY, AGE AT MARRIAGE, TASTES TOWARD CHILDREN AND DESIRED STANDARD OF LIVING, OPPORTUNITY COST AND EFFICIENCY IN RAISING CHILDREN. FINDINGS INDICATE THAT A COMBINATION OF THE TASTE AND EFFICIENCY FACTORS HAS A POSITIVE, THOUGH NONLINEAR, RELATION TO FERTILITY. A COST FACTOR HAS THE EXPECTED NEGATIVE RELATIONSHIP TO FAMILY SIZE. SINCE THE COST FACTOR HAS DOMINATED OTHER RESULTS, THIS RAISES THE QUESTION OF THE TRUE IMPACT OF INCREASED WOMENS WAGES ON FERTILITY. (AUTHOR/AM)
ERIC: ED142600

2408 AN INTERSTATE INVESTIGATION OF EMPLOYMENT OPPORTUNITIES AND EDUCATIONAL REQUIREMENTS FOR JOBS IN OUTDOOR RECREATION AND CONSERVATION ENTERPRISES. PHASE I. FINAL REPORT. SEP 69
ANNIS, WILLIAM H.;FLOYD, RICHARD G., JR.
NEW HAMPSHIRE UNIV., DURHAM. AGRICULTURAL EDUCATION PROGRAM. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-1-8-08A011-0015-058
NOTES: 90P.
EDUCATIONAL NEEDS, EMPLOYMENT OPPORTUNITIES, ENTRY WORKERS, OCCUPATIONAL INFORMATION, RECREATIONAL FACILITIES
TO DEVELOP AN INSTRUMENT WHICH WOULD YIELD THE EDUCATIONAL NEEDS OF THOSE DESIRING ENTRY-LEVEL EMPLOYMENT IN ORGANIZED RECREATION AND SUPPORTIVE ENTERPRISES AND TO DETERMINE EMPLOYMENT OPPORTUNITIES, DATA WERE COLLECTED THROUGH PERSONAL INTERVIEWS WITH 59 EMPLOYERS IN NINE OUTDOOR RECREATION ENTERPRISES AND 50 EMPLOYERS IN SIX SUPPORTIVE ENTERPRISES. THE STUDY WAS LIMITED TO TWO OUTDOOR RECREATION AREAS IN NEW HAMPSHIRE WHICH SERVED THE GENERAL PUBLIC AND ALSO OFFERED EMPLOYMENT. SUPPORTIVE ENTERPRISES INCLUDED EATING AND SLEEPING ACCOMODATIONS, SERVICE STATIONS, SPORTS SHOPS, AND STORES IN THE TWO AREAS. AN INSTRUMENT WAS DEVELOPED WHICH COULD ADEQUATELY COLLECT DATA ON THE OUTDOOR RECREATION COMPLEX WITH ITS SUPPORTIVE ENTERPRISES. SOME FINDINGS WERE (1) THE RECREATION COMPLEX OFFERS A VARIETY OF FULL-TIME, PART-TIME, AND SEASONAL EMPLOYMENT, (2) EMPLOYMENT OPPORTUNITIES FOR THE UNSKILLED WORKER ARE GREATER DURING THE SUMMER, (3) COURSES AT SECONDARY, POSTSECONDARY, AND ADULT LEVELS ARE NEEDED IN THIS AREA, AND (4) THE MAJORITY OF JOB TITLES IDENTIFIED WERE BELOW THE MANAGERIAL LEVEL WITH ON-THE-JOB TRAINING AS THE ONLY METHOD AVAILABLE TO TRAIN NEW EMPLOYEES. (SB)
ERIC: ED040302

2409 INTERTWINING CAREER PATTERNS OF HUSBANDS AND WIVES IN CERTAIN PROFESSIONS. MAR 70
HOLMSTROM, LYNDA LYTLE
BRANDEIS UNIV., WALTHAM, MASS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 385P.; PH.D. DISSERTATION: BRANDEIS UNIVERSITY
EQUAL OPPORTUNITIES (JOBS), FAMILY PROBLEMS, FAMILY STRUCTURE, INTERACTION, JOB ANALYSIS, MARITAL INSTABILITY, PROFESSIONAL PERSONNEL, ROLE CONFLICT, WORKING PARENTS, WORKING WOMEN
TO A LARGE EXTENT THE OCCUPATIONAL SYSTEM AND THE FAMILY SYSTEM PRESUPPOSE THAT IN A MARRIED COUPLE ONLY ONE SPOUSE WILL HAVE A HIGH LEVEL OCCUPATION. TYPICALLY THE HUSBAND HAS A DEMANDING OCCUPATIONAL ROLE, WHILE THE WIFE HAS EITHER NO OCCUPATIONAL ROLE OR ONE THAT IS SUBORDINATE IN IMPORTANCE TO THAT OF HER HUSBAND. ONE OF THE MAJOR WAYS IN WHICH STRAINS BETWEEN THE OCCUPATIONAL AND FAMILY SYSTEMS ARE RESOLVED IN THE CONTEMPORARY UNITED STATES IS BY EXCLUSION OF MARRIED WOMEN FROM FULL PARTICIPATION IN THE WORLD OF WORK. THE PRESENT STUDY FOCUSES ON THE CAREER PATTERNS AND CONTINGENCIES OF THE DEVIANT CASES: NAMELY, THOSE COUPLES IN WHICH THE WIFE DOES HAVE AN INDEPENDENT CAREER OF HER OWN. THESE COUPLES COME UP AGAINST FEATURES OF OUR SOCIETY WHICH PRESUPPOSE THAT ONLY ONE SPOUSE, TYPICALLY THE HUSBAND, WILL HAVE A CAREER. (AUTHOR)
ERIC: ED052300 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 191 917, MF $0.95; SEE CATALOG FOR HARD COPY PRICE)

2410 INTERVENTION STRATEGIES FOR IMPROVING PRODUCTIVITY AND THE QUALITY OF WORK LIFE 1975
CUMMINGS, T.G.; MOLLOY, E.S.; GLEN, R.H.
ORGANIZATIONAL DYNAMICS, VOL.4, NO.1, SUMMER 1975, P. 52-68.
BEHAVIORAL SCIENCE, HUMAN RESOURCE DEVELOPMENT, JOB SATISFACTION, MANAGEMENT, MOTIVATION RESEARCH, ORGANIZATION STRUCTURE, PRODUCTIVITY, WORKING CONDITIONS
ARTICLE BASED UPON REVIEW OF LITERATURE ON JOB SATISFACTION, INDUSTRIAL ORGANIZATION AND PRODUCTIVITY. EVIDENCE INDICATES THAT BEHAVIORAL EXPERIMENTATION HAS BEEN PROLIFIC.
MGMT: ORG75P0052

2411 INTERVIEW WITH JACOB SHEINKMAN, AMALGAMATED CLOTHING WORKERS OF AMERICA: CORPORATE VIEWPOINTS 1975
SHEINKMAN, J.; SIMON, L.S.
INTERFACES, VOL.5, NO.3, MAY 1975, P. 1-10.
CONSTRAINTS, DECISION MAKING, FORECASTING, GARMENT INDUSTRY, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, INFLATION, LABOR RELATIONS, POLITICS, QUALITY OF LIFE, REGIONAL PLANNING, TECHNOLOGICAL CHANGE, TEXTILE INDUSTRY, UNIONS
SHEINKMAN DESCRIBES UNION STRUCTURE AND GOALS IN THE CLOTHING INDUSTRY, TOUCHING ON DEMOCRATIC PROCESS, DECISION MAKING, REGIONAL DIFFERENCES AND LEGAL PROBLEMS. VARIOUS CONSTRAINTS LIKE INFLATION LIMIT PROGRESS AND INFLUENCE UNION POLITICS.
MGMT: INT75E0001

2412 INTERVIEW WITH JIMMY CARTER-COMBATING THE BIG SPENDER LABEL 1976
BUSINESS WEEK, NO.2450, SEPT 20, 1976, P. 94-96.
ECONOMIC PLANNING, ECONOMICS, ENERGY, GOVERNMENT SPENDING, HEALTH INSURANCE, HOUSING, INFLATION, INTEREST RATES, OPEC, POLITICS, THIRD WORLD, UNEMPLOYMENT, UNITED STATES
AN INTERVIEW WITH THE DEMOCRATIC PRESIDENTIAL NOMINEE MR. JIMMY CARTER. TOPICS DISCUSSED INCLUDE INFLATION, UNEMPLOYMENT, HOUSING, FEDERAL BUDGET, WAGE AND PRICE STABILITY, RELATIONS WITH THIRD WORLD, MINORITIES, AND HEALTH INSURANCE.
MGMT: BWE76I2094

2413 INTERVIEW WITH RONALD REAGAN:REDUCING WASHINGTONS ROLE 1976
REAGAN, R.
BUSINESS WEEK, NO.2418, FEB 9, 1976, P. 70-75.
BUDGET, ECONOMIC PLANNING, ECONOMICS, EDUCATION, ENERGY, GOVERNMENT BUREAUCRACY, GOVERNMENTAL CONTROL, INCENTIVES, MARKET DEMAND, PUBLIC WELFARE, UNEMPLOYMENT
PRESIDENTIAL HOPEFUL RONALD REAGAN DISCUSSES HIS IDEAS OF ECONOMIC POLICY AND THE PROPER STATE AND FEDERAL ROLES.
MGMT: BWE7600978

2414 INTERVIEWING GU. ES FOR SPECIFIC DISABILITIES. MENTAL RETARDATION. REVISED 1974. 74
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 13P.
EMPLOYMENT INTERVIEWS, EVALUATION, GUIDES, JOB PLACEMENT, JOB TRAINING, LEARNING CHARACTERISTICS, MENTALLY HANDICAPPED, MENTAL RETARDATION, PSYCHOLOGICAL EVALUATION, VOCATIONAL COUNSELING
THIS INTERVIEWING GUIDE, ONE OF A SERIES, IS DESIGNED TO ACQUAINT EMPLOYMENT COUNSELORS AND INTERVIEWERS WITH THE NATURE OF MENTAL RETARDATION AND TO ASSIST IN UNDERSTANDING THE IMPLICATIONS FOR EMPLOYMENT. IT IS INTENDED AS A SUPPLEMENT TO EXISTING EMPLOYMENT SERVICE MATERIALS, TO AID THE COUNSELOR OR INTERVIEWER IN RECOGNIZING THE POTENTIAL OF THE MENTALLY RETARDED AND THE GREAT VARIETY OF OCCUPATIONS IN WHICH THEY MAY BE SUITABLY PLACED. AFTER A BRIEF INTRODUCTION, THE FOLLOWING AREAS ARE COVERED (1) THE NATURE OF MENTAL RETARDATION, (2) SIGNIFICANT FACTORS IN COUNSELING AND PLACEMENT OF THE MENTALLY RETARDED (SUCH AS THE CONDITION OF RETARDATION, TRAINING, WORK EXPERIENCE, USE OF TESTS AND MEASURES, GENERAL EDUCATIONAL DEVELOPMENT, AND WORKING CONDITIONS IN POTENTIAL JOB SITES), (3) PLACEMENT PROCESS, AND (4) COOPERATING AGENCIES. (WL)
ERIC: ED132398 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NO. 2900-00215, $0.30)

2415 INTRA-EMPLOYER STATUS MOBILITY THE ROLE OF THE FIRM IN WAGE AND OCCUPATIONAL ACHIEVEMENT 15 AUG 75
GROVES, ROBERT M.
MICHIGAN UNIV., ANN ARBOR. DEPT. OF SOCIOLOGY. MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-26-74-28
NOTES: FINAL REPT. 395P
PERSONNEL DEVELOPMENT, INDUSTRIAL RELATIONS, SALARY SURVEYS, OCCUPATIONAL MOBILITY, JOB TENURE, OCCUPATIONS, ORGANIZATION SIZE, NTISLABPEU
A STUDY IS MADE OF THE PATTERNS OF UPWARD MOBILITY OF INDUSTRIAL WORKERS WITHIN ESTABLISHMENTS, AS INDICATED BY WAGE INCREASES IN A PROBABILITY SAMPLE OF 121 BUSINESSES WITH 100 OR MORE EMPLOYEES IN THE DETROIT SMSA. FOLLOWING INTERNAL LABOR MARKET THEORY, INTRA-EMPLOYER STATUS MOBILITY IS SEEN AS DEPENDENT ON A DIFFERENT SET OF MECHANISMS THAN MOVES BETWEEN DIFFERENT EMPLOYERS. A STATISTICAL ANALYSIS IS MADE, INVOLVING TENURE, SEX, POLICIES, AND OTHER VARIABLES. (PORTIONS OF THIS DOCUMENT ARE NOT FULLY LEGIBLE.)
NTIS: PB-263 554/8ST NTIS PRICES PC A17/MF A01

2416 INTRADISTRICT DISTRIBUTION OF SCHOOL INPUTS TO THE DISADVANTAGED: EVIDENCE FOR THE COURTS 1976
SUMMERS, A.A.; WOLFE, B.L.
JOURNAL OF HUMAN RESOURCES, VOL.11, NO.3, SUMMER 1976, P. 328-341.
DISCRIMINATION, EDUCATION, FINANCE, GOVERNMENT REGULATION, PUBLIC ADMINISTRATION, PUBLIC FINANCE, QUANTITATIVE METHODS, REGRESSION ANALYSIS, RESOURCE ALLOCATION, STATISTICAL MODEL, TEACHING, UNIONS
SCHOOL-BY-SCHOOL BUDGETING DATA FOR PHILADELPHIA PROVIDES INPUT FOR A STATISTICAL MODEL OF RESOURCE ALLOCATIONS AMONG SCHOOLS WITH DIFFERENT RACIAL COMPOSITIONS. THE PHILADELPHIA DATA SHOWS THAT ONLY ON THE ELEMENTARY LEVEL ARE RESOURCES SKEWED TO HELP DISADVANTAGED SCHOOLS, BUT THAT INFERIOR STAFF LARGELY CANCELS OUT THIS BENEFIT.
MGMT: JHR76P0328

2417 INTRAMETROPOLITAN MIGRATION OF WHITE AND MINORITY GROUP HOUSEHOLDS. MAY 70
SIEGEL, JAY
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 119P.; PH.D. DISSERTATION, STANFORD UNIVERSITY
DOCTORAL THESES, FAMILY MOBILITY, HOUSING PATTERNS, METROPOLITAN AREAS, MINORITY GROUPS, MODELS, OCCUPATIONAL MOBILITY, RACIAL DIFFERENCES, RESIDENTIAL PATTERNS
THIS STUDY FOCUSES ON THE RELATIONSHIP BETWEEN THE HOME AND JOB LOCATION OF THE HOUSEHOLD WITHIN THE METROPOLITAN AREA. THE PRIMARY QUESTION ASKED IS WHAT ARE THE IMPORTANT FACTORS IN EXPLAINING THE DECENTRALIZATION OF THE METROPOLITAN POPULATION AND, SECONDLY, ARE THERE BEHAVIORAL DIFFERENCES BETWEEN WHITE AND MINORITY GROUP HOUSEHOLDS. A MODEL IS DEVELOPED AND TESTED ON HOUSEHOLDS IN THE SAN FRANCISCO BAY AREA. (NTIS)
ERIC: ED081934 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-195 410, MF $1.45, HC $3.00)

2418 THE INTREPID EXECUTIVES GUIDE TO AVOIDING SEX DISCRIMINATION 1976
STACY, D.R.
ATLANTA ECONOMIC REVIEW, VOL.26, NO.2, MARCH-APRIL 1976, P. 9-14.
DISCRIMINATION, EEO, EMPLOYMENT POLICY, GOVERNMENT REGULATION, LAW, MANAGEMENT, WOMEN IN BUSINESS
EXAMINES SOME OF THE MORE SUBTLE VIOLATIONS OF THE EQUAL PAY ACT, TITLE VII, AND EXECUTIVE ORDER 11,246 IN THE LIGHT OF FEDERAL COURT DECISIONS ON SEX DISCRIMINATION.
MGMT: ATR76C0009

2419 INTRINSIC VERSUS EXRINSIC REWARDS: RESOLVING THE CONTROVERSY 1975
REIF, W.E.
HUMAN RESOURCE MANAGEMENT, VOL.14, NO.2, SUMMER 1975, P. 2-10. BIBLIOG. 2
COMPENSATION, EDUCATION, HUMAN RESOURCE DEVELOPMENT, INCENTIVES, JOB PERFORMANCE, JOB SATISFACTION, JOB SECURITY, MOTIVATION, ORGANIZATIONAL DEVELOPMENT, PRODUCTIVITY, WAGES, WORKING CONDITIONS
STUDY DESIGNED TO TEST THE STRENGTH OF INTRINSIC MOTIVATORS AGAINST EXTRINSIC ONES COMES TO THE CONCLUSION THAT A CONTINGENCY APPROACH IS NEEDED TO TAKE INTO ACCOUNT THE NEEDS OF THE WORKER, THE WORK ENVIRONMENT, AND THE REQUIREMENTS OF THE ORGANIZATION.
MGMT: HRM75P0002

2420 INTRODUCTION TO EMPLOYMENT SERVICE TESTING. EMPLOYMENT OFFICE TRAINING PROGRAM, UNIT 41, PART A, INSTRUCTORS GUIDE. 73
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 54P.; FOR PART B, TRAINEES HANDBOOK, SEE CE 001 568
ADMINISTRATIVE PERSONNEL, EMPLOYMENT SERVICES, OCCUPATIONAL TESTS, SUPERVISORY TRAINING, TEACHING GUIDES, TEST CONSTRUCTION, TESTING, TESTING PROGRAMS, TEST RESULTS, TEST SELECTION, UNITED STATES EMPLOYMENT SERVICE
THE UNIT PROVIDES AN INTRODUCTION TO EMPLOYMENT SERVICE TESTING FOR SUPERVISORS, INTERVIEWERS, AND EMPLOYER RELATIONS PERSONNEL WHO NEED A BASIC KNOWLEDGE OF TESTING BUT WHO DO NOT NEED TO BE TEST TECHNICIANS. IT MAY ALSO BE USED AS AN INTRODUCTORY COURSE FOR TEST EXAMINERS AND COUNSELORS. THE FIRST PART OF THE GUIDE IS AN ORIENTATION TO OCCUPATIONAL TESTS. PART TWO CONCERNS THE NATURE AND PURPOSE OF THE U. S. EMPLOYMENT SERVICE (USES) APTITUDE TESTS, PARTICULARLY THE GENERAL APTITUDE TEST BATTERY AND THE NONREADING APTITUDE TEST BATTERY. CONTINUING DEVELOPMENT OF USES APTITUDE TESTS IS DISCUSSED IN PART THREE. PART FOUR IS DEVOTED TO PARTICULAR CLERICAL SKILLS TESTS TYPING, DICTATION, SPELLING, STATISTICAL TYPING, AND MEDICAL AND LEGAL SPELLING. THE PURPOSE AND APPROPRIATENESS OF TESTING, ANALYZING TEST RESULTS, AND THE CIRCUMSTANCES FOR THE RELEASE OF TESTS ARE CONSIDERED IN PART FIVE. A BRIEF REVIEW CONSTITUTES THE CONCLUDING SECTION. (AG)
ERIC: ED089045

2421 INTRODUCTION TO EMPLOYMENT SERVICE TESTING. EMPLOYMENT OFFICE TRAINING PROGRAM, UNIT 41, PART B, TRAINEES HANDBOOK. 73
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 29P.; FOR PART A, INSTRUCTORS GUIDE, SEE CE 001 140
ADMINISTRATIVE PERSONNEL, APTITUDE TESTS, EMPLOYMENT SERVICES, OCCUPATIONAL TESTS, STUDY GUIDES, SUPERVISORY TRAINING, TESTING, TESTING PROGRAMS, UNITED STATES EMPLOYMENT SERVICE
TO FAMILIARIZE SUPERVISORS, INTERVIEWERS, AND EMPLOYER RELATIONS PERSONNEL WITH U. S. EMPLOYMENT SERVICE (USES) TESTING, THE TRAINEES HANDBOOK CITES FIVE TRAINING OBJECTIVES. THEY ARE SIMPLIFY UNDERSTANDING OF TESTS, DESCRIBE EMPLOYMENT SERVICE TESTS, MENTION ADVANTAGES AND LIMITATIONS, SHOW HOW TO DETERMINE NEED FOR TESTS, AND DESCRIBE A TESTING PROGRAM. SEVENTEEN PAGES ARE DEVOTED TO SIMPLE GRAPHICS AND TEST FORMS TO ILLUSTRATE THOSE OBJECTIVES. ONE PAGE DESCRIBES THE REQUIREMENTS FOR A TEST DEVELOPMENT STUDY, AND ANOTHER DISCUSSES THE USES GRADING SYSTEM. FOUR AND ONE-HALF PAGES COMPRISE A REVIEW TEST WITH TRUE-FALSE, MULTIPLE-CHOICE, AND FILL-IN-THE-BLANK SECTIONS. (AG)
ERIC: ED089138

2422 AN INTRODUCTION TO THE WORK OF THE HEALTH SERVICES MOBILITY STUDY AS OF APRIL 1975. TECHNICAL REPORT NO. 13. JAN 76
GILPATRICK, ELEANOR
HEALTH SERVICES MOBILITY STUDY, NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.; CITY UNIV. OF NEW YORK, N.Y. HUNTER COLL.; CITY UNIV. OF NEW YORK RESEARCH FOUNDATION, N.Y.
NOTES: 74P.

(CONT.)

2422 METHODS RESEARCH, TASK ANALYSIS, CURRICULUM DESIGN, SYSTEMS APPROACH, SKILL ANALYSIS, CAREER LADDERS, MANPOWER UTILIZATION, OCCUPATIONAL MOBILITY, RESEARCH PROJECTS, TASK PERFORMANCE, JOB SKILLS, HEALTH SERVICES, JOB ANALYSIS, EVALUATION METHODS
THE DOCUMENT IS A TWO-YEAR PROGRESS REPORT ON THE RESEARCH OF A FEDERALLY FUNDED PROJECT CONCERNED SINCE 1967 WITH THE DEVELOPMENT AND APPLICATION OF METHODS TO ANALYZE THE WAYS AN EMPLOYER ORGANIZES WORK, HOW EMPLOYEES CAN LEARN TO DO IT, AND HOW EMPLOYEES CAN BE CREDITED FOR WORK PERFORMANCE AND PREPARATION. THE OBJECTIVES WERE TO CREATE A NEW METHODOLOGY FOR JOB AND TASK ANALYSIS WHICH WOULD MAKE POSSIBLE THE DESIGN OF JOB LADDERS, EDUCATIONAL LADDERS, AND PERFORMANCE EVALUATION INSTRUMENTS. ALTHOUGH RESEARCH HAS BEEN CONDUCTED IN THE HEALTH SERVICES FIELD, THE SYSTEM DEVELOPED IS APPLICABLE TO ANY OCCUPATION OR INDUSTRY TO ATTAIN EFFICIENT MANPOWER UTILIZATION, ELIMINATE OCCUPATIONAL SHORTAGES, AND PROMOTE UPWARD MOBILITY. THE RATIONALE AND OBJECTIVES OF THE PROJECT ARE DESCRIBED, AND A LIST OF DOCUMENTS CURRENTLY AVAILABLE AND ANTICIPATED IS PRESENTED. APPENDIX A IS A SUMMARY OF THE TASK ANALYSIS AND JOB LADDER METHODOLOGY DEVELOPED, DESCRIBING THE TECHNIQUES OF TASK DESCRIPTIONS, SKILL SCALING, KNOWLEDGE IDENTIFICATION AND SCALING, AND DESIGN OF CAREER LADDERS. APPENDIX B IS A SUMMARY OF THE CURRICULUM DEVELOPMENT AND EDUCATIONAL LADDER METHODOLOGY UTILIZING THE TASK DESCRIPTIONS AND SKILL AND KNOWLEDGE SCALE DATA. APPENDIX C DESCRIBES CURRENT THINKING ON USE OF TASK DATA FOR PERFORMANCE EVALUATION AND AS INPUTS TO PROFICIENCY TESTS. (AUTHOR/RG)
AIM/ARM: VT103086 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151.

2423 AN INVENTORY PLANNING MODEL FOR NAVY ENLISTED PERSONNEL MAY 77
BALUT, STEPHEN J.;STOLOFF, PETER
CENTER FOR NAVAL ANALYSES ARLINGTON VA
NOTES: 39P
MANPOWER, ENLISTED PERSONNEL, NTISDODXA
THE MODEL SPECIFIES ANNUAL ACCESSIONS PLUS MINIMUM ALLOCATIONS TO FORMAL AND ON-THE-JOB TRAINING NEEDED TO MAINTAIN FUTURE INVENTORIES WITHIN SPECIFIED LIMITS OF MANPOWER REQUIREMENTS. ANS ARE DERIVED SIMULTANEOUSLY FOR MANY SKILL CATEGORIES OVER SEVERAL YEARS. RESTRICTIONS ARE IMPOSED ON THE SIZE OF ANNUAL INVENTORIES, FLOWS BETWEEN SKILL CATEGORIES AND SMOOTHNESS OF FLOWS INTO FORMAL TRAINING. EXPERIENCE LEVELS WITHIN SKILL CATEGORY ARE EXPLICITLY ACCOUNTED FOR BY ALLOWING SPECIFICATION OF UP TO 3 LENGTH-OF-SERVICE GROUPS. THE METHODOLOGY IS LINEAR PROGRAMMING, WHICH CAN BE EXTENDED TO STOCHASTIC PROGRAMMING TO ACCOUNT FOR UNCERTAINTY IN PROJECTIONS OF FUTURE REQUIREMENTS. PLANS DERIVED USING ACTUAL NAVY DATA ARE PRESENTED. (AUTHOR)
NTIS: AD-A042 221/2ST NTIS PRICES PC A03/MF A01

2424 INVERSE SENIORITY: TIMELY ANSWER TO THE LAYOFF DILEMMA 1975
LUND, R.T.; BUMSTEAD, D.C.; FRIEDMAN, S.
HARVARD BUSINESS REVIEW, VOL.53, NO.5, SEPT/OCT 1975, P. 65-72.
EMPLOYEE RELATIONS, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, LABOR UNIONS, LAYOFF, MANAGEMENT, MINORITIES, UNEMPLOYMENT
THE MOST SENIOR PERSON IS PERMITTED TO ELECT TEMPORARY LAYOFF, WHILE THE JUNIOR WORKER BUILDS SENIORITY. ADVANTAGES OF THE NEW CONCEPT ARE GIVEN.
MGMT: HBR75I0065

2425 INVESTIGATION INTO THE COMPUTERIZED DATA BASES OF THE EMPLOYMENT AND TRAINING ADMINISTRATION. REGIONAL MANAGEMENT INFORMATION SYSTEM PROJECT (RMIS) REPORT ON SECOND-YEAR ACTIVITIES, 1975--1976 JAN 77
POSTLE, W.;HECKMAN, B.
CALIFORNIA UNIV., BERKELEY. LAWRENCE BERKELEY LAB.*ENERGY RESEARCH AND DEVELOPMENT ADMINISTRATION.
CONTRACT NO. W-7405-ENG-48
NOTES: 60P
INFORMATION SYSTEMS, ERDA/990300, MANAGEMENT INFORMATION SYSTEMS, NTISERDA
THE RESEARCH AND DEVELOPMENT PROJECT DISCUSSED WAS AIMED AT CREATING THE NECESSARY COMPUTER SYSTEM FOR THE RAPID RETRIEVAL, ANALYSIS, AND DISPLAY OF INFORMATION TO MEET THE INDIVIDUAL AND NONROUTINE NEEDS OF THE DEPARTMENT OF LABORS EMPLOYMENT AND TRAINING ADMINISTRATION AND THE GENERAL PUBLIC. THE MAJOR OBJECTIVE WAS TO DEMONSTRATE THAT IT WAS BOTH FEASIBLE AND PRACTICAL TO ORGANIZE DATA THAT ARE CURRENTLY AVAILABLE AND TO PROVIDE PLANNING AND MANAGEMENT INFORMATION IN A MUCH MORE USABLE AND TIMELY FASHION THAN PREVIOUSLY POSSIBLE. FAST ACCESS TO DATA WITH A SYSTEM WHICH IS EASY TO USE WAS AN IMPORTANT PROJECT GOAL. PROGRAMS WERE WRITTEN TO ANALYZE AND DISPLAY DATA BY MEANS OF BAR, PIE, AND LINE CHARTS, ETC. ALTHOUGH PROTOTYPICAL INTERACTIVE RETRIEVAL, ANALYSIS, AND REPORT FORMATION TOOLS HAVE BEEN DEVELOPED, FURTHER RESEARCH AND DEVELOPMENT OF INTERACTIVE TOOLS IS REQUIRED. (ERA CITATION 02 042338)
NTIS: LBL-6122 NTIS PRICES PC A04/MF A01

2426 INVESTIGATION OF INTRA-FIRM UPWARD MOBILITY AMONG SELECTED SKILLED CRAFTSMEN. 27 JUL 73
BARNES, CLARENCE HAROLD
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 136P.; PH.D. DISSERTATION, TENNESSEE UNIV., KNOXVILLE
AGE DIFFERENCES, ANALYSIS OF VARIANCE, APPRENTICESHIPS, CAREER LADDERS, DEMOGRAPHY, ELECTRICIANS, OCCUPATIONAL MOBILITY, PROMOTION (OCCUPATIONAL), SKILLED WORKERS, STATISTICAL STUDIES, SUCCESS FACTORS, INSTRUMENT MECHANICS (OCCUPATION), INTRAFIRM

(CONT.)
2426 MOBILITY
THE OBJECTIVE WAS TO INVESTIGATE THE FACTORS WHICH INFLUENCE THE UPWARD MOVEMENT OF SKILLED CRAFTSMEN WITHIN THE FIRM. PARTICULAR ATTENTION WAS DIRECTED TO THE IMPORTANCE OF APPRENTICESHIP TRAINING IN CAUSING INTRAFIRM UPGRADING: THAT IS WERE APPRENTICE-TRAINED CRAFTSMEN MORE INCLINED TO BE PROMOTED THAN NONAPPRENTICE-TRAINED CRAFTSMEN. OBSERVED VARIABLES DISCUSSED ARE PRESENT AGE, AGE WHEN BECAME A CRAFTSMAN, NUMBER OF YEARS A CRAFTSMAN WITH TVA, APPRENTICESHIP TRAINING, WHERE THE INDIVIDUAL SPENT HIS YOUTH, ADDITIONAL TVA SPONSORED JOB-RELATED TRAINING, AND THE CRAFT POSITIONS OF INSTRUMENT MECHANIC AND ELECTRICIAN. (AUTHOR)
ERIC: ED089046 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-224 947, MF $1.45, HC $4.50)

2427 AN INVESTIGATION OF JOB SATISFACTION AS A MODERATOR VARIABLE IN PREDICTING JOB SUCCESS APR 71
BETZ, ELLEN
JOURNAL OF VOCATIONAL BEHAVIOR:1:2:123-128
ABILITY, FEMALES, JOB SATISFACTION, JOB SKILLS, MALES, PERFORMANCE FACTORS, PREDICTIVE VALIDITY, SUCCESS FACTORS, WORKING WOMEN
EQUATIONS WERE DEVELOPED TO PREDICT TWO CRITERIA OF JOB SUCCESS (AVERAGE PRODUCTIVITY AND SUPERVISOR EVALUATION OF PERFORMANCE) FROM ABILITY MEASURES. MULTIPLE CORRELATION COEFFICIENTS WERE STATISTICALLY SIGNIFICANT FOR THE MALE HIGH JOB SATISFACTION SUBGROUP ON BOTH CRITERIA AND FOR THE FEMALE HIGH JOB SATISFACTION SUBGROUP ON THE PRODUCTIVITY CRITERION. (AUTHOR)
ERIC: EJ034837

2428 AN INVESTIGATION OF LEADERSHIP QUALITIES OF KIBBUTZ-RAISED YOUNG MEN SEP 69
ANTONOVSKY, AARON;MARCUS, JOSEPH;KATZ, DAVID
ISRAEL INST OF APPLIED SOCIAL RESEARCH JERUSALEM
CONTRACT NO. DAJA37-68-C-0765
NOTES: DA-2-N-061102-B-71-0
ADOLESCENTS, RURAL AREAS, OFFICER PERSONNEL, LEADERSHIP, ARMED FORCES(FOREIGN), ISRAEL, KIBBUTZ YOUTH, OFFICER CANDIDATE SCHOOLS
THE REPORT REVIEWS THE SECOND YEARS ACTIVITIES OF A THREE-YEAR STUDY ON LEADERSHIP AS MANIFESTED BY ISRAELI ARMY OFFICERS, AND ITS RELATIONSHIP TO GROWING UP IN A KIBBUTZ. DURING THIS YEAR THREE SELF-COMPLETION QUESTIONNAIRES WERE ADMINISTERED TO SAMPLES OF MEN ENTERING OFFICER CANDIDATE SCHOOLS. DATA WERE OBTAINED ABOUT VARIOUS ATTITUDES, SOCIAL RELATIONS, VALUES, EXPERIENCES AND PERSONALITY CHARACTERISTICS. SUB-SAMPLES OF KIBBUTZ YOUTH AND AN INDIVIDUALLY-MATCHED URBAN GROUP WERE SELECTED. ANALYSES HAVE BEEN CARRIED OUT. COMPARISONS BETWEEN THE TWO SUB-SAMPLES ON THE DIFFERENT VARIABLES. (AUTHOR)
NTIS: AD-703 849 CFSTI PRICES HC$6.00 MF$0.95

2429 INVESTIGATION OF THE AGRICULTURAL VOCATIONAL EDUCATION REQUIREMENTS OF THE FRASER VALLEY COLLEGE DISTRICT. OCT 75
HUDSON, J. T. R.;KENNEDY, G. F.
FRASER VALLEY COLL., CHILLIWACK (BRITISH COLUMBIA).
NOTES: 117P.; MAPS AND ASSOCIATED TRANSPARENT OVERLAYS HAVE BEEN ALTERED TO ENHANCE REPRODUCIBILITY
AGRICULTURAL EDUCATION, AGRICULTURAL LABORERS, AMERICAN INDIANS, COMMUNITY INFLUENCE, FARM OCCUPATIONS, JUNIOR COLLEGES, MANPOWER NEEDS, PROGRAM PLANNING, WORK EXPERIENCE PROGRAMS, BRITISH COLUMBIA (CHILLIWACK), FRASER VALLEY COLLEGE
THIS REPORT COVERS A STUDY CARRIED OUT TO EXAMINE AND CATALOGUE THE AGRICULTURE INDUSTRY IN TERMS OF SIZE, STRUCTURE, AND FUTURE GROWTH PATTERNS IN THE FRASER VALLEY COLLEGE DISTRICT, AND, TO SOME EXTENT, THE REST OF BRITISH COLUMBIA: TO PROVIDE METHODOLOGY TO FACILITATE THE UPDATING OF THIS INFORMATION: TO EXAMINE THE AGRICULTURAL VOCATIONAL EDUCATION REQUIREMENTS OF THE DISTRICT: AND TO PREPARE RECOMMENDATIONS ON THE ROLE OF THE COLLEGE IN REGARD TO AGRICULTURAL VOCATIONAL EDUCATION. THE DETAILED STATISTICS DEVELOPED ON THE AGRICULTURAL INDUSTRY ARE TABULATED, AND PICTORIAL OVERLAYS AND MAPS ARE USED TO PRESENT OVERVIEWS OF THIS INFORMATION. A METHOD OF UPDATING AND TESTING PROGRAM REQUIREMENTS IN AGRICULTURAL VOCATIONAL EDUCATIONAL PROGRAMS IS OUTLINED. RECOMMENDATIONS INCLUDE THAT FRASER BECOME THE CENTER FOR AGRICULTURAL VOCATIONAL EDUCATION PROGRAMS IN THE PROVINCE: THAT COURSES BE MODULAR AND PRIMARILY DESIGNED TO TRAIN PERSONS FOR FARM LABOR POSITIONS THAT ON THE FARM TRAINING BE AN IMPORTANT PART OF THE COURSES, USING LOCAL FARMERS FACILITIES: THAT THE COLLEGE EMPLOY A FULL-TIME AGRICULTURAL VOCATIONAL EDUCATION COORDINATOR: THAT AN ADVISORY COMMITTEE BE ESTABLISHED TO PROVIDE COMMUNITY INPUT: AND THAT PROGRAMS FOR NATIVE INDIANS BE PART OF THE COLLEGES OVERALL PROGRAM. (AUTHOR/NHM)
ERIC: ED119744

2430 AN INVESTIGATION OF THE INFLUENCE OF THE IN-SCHOOL NEIGHBORHOOD YOUTH CORPS ON EMPLOYMENT AND EARNINGS IN HOUSTON, TEXAS. FINAL REPORT. 9 APR 74
ELLARD, CHARLES JOHN
HOUSTON UNIV., TEX. DEPT. OF ECONOMICS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 169P.; PH.D. DISSERTATION, UNIVERSITY OF HOUSTON, TEXAS, 1974: PARTS OF THIS DOCUMENT MAY NOT BE CLEARLY LEGIBLE ON REPRODUCTION DUE TO THE PRINT QUALITY OF THE ORIGINAL
DROPOUT PROGRAMS, DROPOUT REHABILITATION, GRADUATION, HIGH SCHOOL STUDENTS, INCOME, POST

(CONT.)

2430 SECONDARY EDUCATION, PROGRAM EVALUATION, RACIAL DIFFERENCES, SUMMER PROGRAMS, URBAN YOUTH, WORK EXPERIENCE PROGRAMS, YOUTH EMPLOYMENT, YOUTH PROGRAMS, NEIGHBORHOOD YOUTH CORPS, NYC, TEXAS

THIS STUDY INVESTIGATES THE POST-HIGH SCHOOL INFLUENCE OF THE IN-SCHOOL NEIGHBORHOOD YOUTH CORPS (NYC) ON THE EARNING CAPACITY OF PARTICIPAINS IN HOUSTON, TEXAS. THE INFLUENCE OF NYC PARTICIPATION IS INVESTIGATED EMPLOYING A METHODOLOGY OF A CONTROL GROUP DESIGN TOGETHER WITH DATA ANALYSES USING MULTIPLE REGRESSION AND ANALYSIS OF COVARIANCE. THE ANALYTICAL SAMPLE CONSISTS OF 103 FORMER PARTICIPANTS IN THE NYC PROGRAM WHO LEFT HIGH SCHOOL SOMETIME BETWEEN 1965 AND MID-1971, AND 39 CONTROLS. THE NYC PARTICIPANTS INCLUDE 83 SCHOOL YEAR SUBJECTS FOR WHOM AT LEAST SOME OF THEIR NYC EXPERIENCE WAS OBTAINED IN PART-TIME NYC EMPLOYMENT DURING THE ACADEMIC YEAR AND 20 SUMMER-ONLY PARTICIPANTS WHO HELD NYC JOBS DURING THE SUMMER VACATION PERIOD. THE CONCLUSIONS OF THIS INVESTIGATIONS INCLUDE THE FOLLOWING (1) NYC PARTICIPATION DOES NOT IMPROVE THE HIGH SCHOOL GRADUATION RATE; (2) THE NYC INFLUENCE ON POST-HIGH SCHOOL INCOME IS QUESTIONABLE; (3) THE NYC INFLUENCE ON COLLEGE ATTENDANCE AND LONG-RUN INCOME PROSPECTS ARE QUESTIONABLE; (4) NYC PARTICIPATION DOES NOT STIMULATE POST-HIGH SCHOOL VOCATIONAL TRAINING; (5) NYC PARTICIPATION BENEFITS BLACKS MORE THAN OTHER ETHNIC GROUPS; (6) THE SCHOOL YEAR SEGMENT CONTRIBUTES MORE TOWARD HIGH SCHOOL GRADUATION THAN THE SUMMER-ONLY SEGMENT; AND, (7) INCOME GAINS TO NYC PARTICIPANTS DO NOT INCREASE WITH THE LENGTH OF PARTICIPATION. (AUTHOR/JM)

ERIC: ED097385 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 ($3.00)

2431 INVESTMENT IN HUMAN CAPITAL AND BLACK-WHITE UNEMPLOYMENT 1975

GILROY, C.L.

(U.S.) MONTHLY LABOR REVIEW, VOL.98, NO.7, JULY 1975, P. 13-21. BIBLIOG. 24

DISCRIMINATION, EDUCATION, EMPLOYMENT POLICY, HUMAN RESOURCE DEVELOPMENT, JOB DEVELOPMENT, LABOR FORCE, MINORITIES, RATIOS, TRAINING AND DEVELOPMENT, UNEMPLOYMENT, WAGES

A STUDY OF RATIO OF UNEMPLOYMENT RATES OF BLACKS AND WHITES INDICATES PART OF THE HIGHER UNEMPLOYMENT A NG BLACKS IS DUE TO LESS EDUCATION IN QUALITY AND QUANTITY.

MGMT: UML75G0013

2432 INVESTMENT IN POOR PEOPLE, SEMINAR ON MANPOWER POLICY AND PROGRAM (WASHINGTON, D.C., APRIL 13, 1966). FEB67

SCHULTZ, THEODORE W.

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 20P.

ECONOMICALLY DISADVANTAGED, ECONOMIC DISADVANTAGEMENT, ECONOMIC PROGRESS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, POVERTY PROGRAMS, SKILLED LABOR

WORKERS ARE PRODUCTIVE AGENTS. THEIR ECONOMIC PRODUCTIVITY IS ENHANCED BY INVESTMENT IN THEM. THE INVESTMENT APPROACH IS NOT ONLY A USEFUL BUT A VERY POWERFUL ORGANIZING CONCEPT FOR POLICY AND PROGRAMING. BY USING IT, ONE CAN IDENTIFY MAJOR MALINVESTMENTS THAT ARE A CONSEQUENCE OF PUBLIC POLICY SUCH AS--(1) IN AGRICULTURE, TOO MUCH HAS BEEN INVESTED IN LAND, RELATIVE TO WHAT HAS BEEN INVESTED IN FARM PEOPLE, IN TERMS OF THE SOCIAL RATE OF RETURN, (2) IN INDUSTRY, THE TAX INVESTMENT CREDITS ARE FOR EQUIPMENT AND STRUCTURES RATHER THAN FOR ECONOMICALLY USEFUL INDUSTRIAL SKILLS, AND (3) IN SCHOOLING AND OTHER INVESTMENTS IN PEOPLE, THE UNDERINVESTMENT IS PATENTLY MOST SERIOUS IN THE CASE OF THE POOR. THE COUNTRY NO LONGER SUPPORTS THE OLD UTILITY-OF-POVERTY DOCTRINE, WHICH HELD THAT POVERTY IS A USEFUL, NECESSARY, AND GOOD THING IN SOCIETY. HOWEVER, PROVISION FOR TODAYS STRONG DEMAND FOR MORE PRODUCTIVE CAPACITY IS LIMITED BY OBSOLETE MANPOWER THINKING. IT IS ALSO LIMITED BY EDUCATIONAL MALINVESTMENT WHICH RESULTS IN LOW EARNING CAPABILITIES. SUCH MALINVESTMENT IS CAUSED BY (1) INSTITUTIONS SUCH AS SCHOOLS, THE STRUCTURE OF THE ECONOMY, AND THE FUNCTIONING OF THE CAPITAL MARKET WHICH DISCRIMINATE AGAINST PARTICULAR CLASSES OF PEOPLE, (2) DEMOGRAPHIC FACTORS, AND (3) ECONOMIC GROWTH BEYOND THE EDUCATION RATE. THE ECONOMIC GROWTH INCREASES THE DEMAND FOR HIGH SKILLS. WHAT NEEDS TO BE UNDERSTOOD ARE INPUTS OF PHYSICAL SORT WHICH ARE COMPLEMENTS OF HIGH SKILLS, THEIR RELATIONSHIP, AND THEIR SUBSTITUTION FOR UNSKILLED LABOR AND OLD FORMS OF CAPITAL. THE OPPORTUNITIES TO INVEST IN MAN ARE OFTEN BETTER THAN IN REPRODUCIBLE MATERIAL THINGS, AND THE INVESTMENT OPPORTUNITIES IN MAN ARE BETTER IN POOR PEOPLE THAN IN THE MIDDLE CLASS AND RICH PEOPLE. IT IS PRECISELY IN POOR PEOPLE IN THE UNITED STATES WHERE THE BEST UNEXHAUSTED INVESTMENT OPPORTUNITIES EXIST. A TRANSCRIPT OF A DISCUSSION PERIOD IS INCL

ERIC: ED018581

2433 THE INVISIBLE MANAGER 1977

ROSENBERG, D.

SAM ADVANCED MANAGEMENT JOURNAL, VOL.42, NO.2, SPRING 1977, P. 51-62.

ATTITUDE, CAREER DEVELOPMENT, DISCRIMINATION, HUMAN RESOURCE DEVELOPMENT, JOB PERFORMANCE, MANAGEMENT, MANAGER, MINORITIES, PERFORMANCE APPRAISAL, PROMOTION, WOMEN

SIMPLY DOING GOOD WORK CANNOT ALWAYS ENSURE THAT AN EMPLOYEE WILL BE NOTICED BY SUPERIORS AT PROMOTION TIME. VISIBILITY NEEDS TO BE CULTIVATED BY BUILDING PERSONAL CONTACT WITH SENIOR MANAGERS, BRINGING ATTENTION TO SUPERIOR PERFORMANCE, DISPLAYING AN APPROPRIATE JOB ATTITUDE, AND SELECTING IMPORTANT TASKS.

MGMT: SAM77N0051

2434 INVOLUNTARY PART-TIME WORK: A CYCLICAL ANALYSIS 1975

BEDNARZIK, R.W.

(U.S.) MONTHLY LABOR REVIEW, VOL.98, NO.9, SEPT 1975, P. 12-19.

(CONT.)
2434 ECONOMICS, INDEX, MINORITIES, RECESSION, UNEMPLOYMENT
EXAMINES THE PART-TIME -FOR-ECONOMIC -REASONS LABOR FORCE FOR DEMOGRAPHIC MAKE-UP AND NOTES CYCLICAL PATTERN RELATIONSHIP BETWEEN THE ECONOMY AND THIS TYPE OF PART- TIME WORK.
MGMT: U4L75I0012

2435 IOWA EMPLOYMENT PATTERNS AND PROJECTIONS, 1940-1970, INDUSTRIAL, OCCUPATIONAL, OCCUPATIONAL-INDUSTRY EMPLOYMENT MATRIX, MONOGRAPH SERIES NO. 1.
BOGNANNO, MARIO FRANK
IOWA UNIV., IOWA CITY. CENTER FOR LABOR AND MANAGEMENT.
NOTES: 54P.
AGRICULTURAL TRENDS, BIBLIOGRAPHIES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT PROJECTIONS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, INDUSTRIALIZATION, LABOR MARKET, OCCUPATIONAL CLUSTERS, OCCUPATIONAL SURVEYS, IOWA
OBJECTIVES OF THE STUDY OF IOWAS EMPLOYMENT PATTERNS AND PROJECTIONS FROM 1940 TO 1970 WERE (1) TO PRESENT AND DESCRIBE THE STATES INDUSTRIAL, OCCUPATIONAL, AND OCCUPATIONAL-INDUSTRY EMPLOYMENT CHANGES FROM 1940 TO 1960, (2) TO PROJECT THESE LEVELS TO 1970, AND (3) TO PROVIDE A SUMMARY STATEMENT OF SOME EMPLOYMENT POSSIBILITIES FOR IOWA. DATA PRESENTED WERE COLLECTED FROM 1940, 1950, AND 1960 U.S. BUREAU OF THE CENSUS REPORTS AND OTHER AVAILABLE RESEARCH STUDIES. SOME FINDINGS WERE (1) STRUCTURAL CHANGE IN IOWA IS BASICALLY DUE TO RAPID TECHNOLOGICAL DEVELOPMENT IN AGRICULTURE AND THE EMERGENCE OF NEW INDUSTRY, (2) IOWAS POPULATION HAS CHANGED FROM 42.7 PERCENT URBAN IN 1940 TO 53 PERCENT URBAN IN 1960, (3) FROM 1940 TO 1960, THE NUMBER OF EMPLOYED PERSONS INCREASED BY 156,221, OF WHICH 135,000 WERE WOMEN, AND (4) PROFESSIONAL, TECHNICAL, AND KINDRED WORKERS WERE THE FASTEST GROWING OCCUPATIONAL GROUPS DURING THE PAST DECADE FOR MALES. MAJOR PREDICTIONS WERE (1) THE NUMBER OF AGRICULTURAL WORKERS IS EXPECTED TO BE SURPASSED BY THE NUMBER OF WORKERS IN MANUFACTURING BY 1970, (2) THE GREATEST EMPLOYMENT GROWTH IN IOWA APPEARS TO LIE AMONG PROFESSIONAL AND TECHNICAL OCCUPATIONS, AND (3) INDUSTRIAL REQUIREMENTS FOR LABOR SKILLS, FARM AND NONFARM, ARE EXPECTED TO CONTINUE TO DECLINE. A BIBLIOGRAPHY IS INCLUDED. (WB)
ERIC: ED021974 CENTER FOR LABOR AND MANAGEMENT, COLLEGE OF BUSINESS ADMINISTRATION, THE UNIVERSITY OF IOWA, PHILLIPS HALL, IOWA CITY, IOWA 52240 ($1.00).

2436 IOWA LABOR MOBILITY DEMONSTRATION PROJECT, FINAL REPORT. OCT 69
IOWA STATE EMPLOYMENT SECURITY COMMISSION, DES MOINES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 219P.
JOB PLACEMENT, MANPOWER UTILIZATION, OCCUPATIONAL GUIDANCE, OCCUPATIONAL MOBILITY, RELOCATION, RURAL RESETTLEMENT, UNDEREMPLOYED, UNEMPLOYED, IOWA, IOWA EXPERIMENTAL AND DEVELOPMENT PROJECT
THE PRIMARY OBJECTIVE OF THIS PROJECT WAS TO FOCUS ON RURAL LABOR SURPLUS AREAS IN SOUTHEASTERN IOWA, RELOCATING UNEMPLOYED RESIDENTS IN INDUSTRIAL JOBS ON IOWAS MISSISSIPPI BORDER, CEDAR RAPIDS, AND IOWA CITY. THE GROUP WAS PREDOMINANTLY WHITE AND POORLY EDUCATED. SMALL RURAL EMPLOYMENT OFFICES COMMUNICATED JOB OPENINGS AND WORKER QUALIFICATIONS BY TELEPHONE. (AUTHOR)
ERIC: ED080861 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199 445, MF $1.45, HC $3.00)

2437 IRONWORKER, SHOP (SHIP + BOAT BLDG. + REP.: STRUCT. + ORNAM. METAL WORK) 4-84.610--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SKILLED WORKERS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, IRONWORKERS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063419

2438 IS GOING TO COLLEGE WORTH THE INVESTMENT 1976
SPEKKE, A.
FUTURIST, VOL.10, NO.6, DEC 1976, P. 296-303.
CAREER DEVELOPMENT, CITIES, ECONOMIC FORECAST, ECONOMIC GROWTH, ECONOMICS, EDUCATION, EMPLOYMENT, EMPLOYMENT POLICY, HIRING, HUMAN RESOURCE DEVELOPMENT, INCOME, JOB SECURITY, JOB TRAINING, LABOR FORCE, SALARY, WHITE COLLAR WORKER
THE VALUE OF COLLEGE FOR TODAYS HIGH SCHOOL GRADUATE HAS BEEN CHALLENGED AS FINANCIAL

(CONT.)
2438 RETURN ON COLLEGE INVESTMENT GROWS SMALLER. EXPERTS ADVISE WARINESS OF FIELDS WIDE-OPEN WHICH MAY BECOME OVER CROWDED WAITING FOR MATURITY OF INTERESTS BEFORE ATTENDING. AVOIDING LARGE URBAN AREAS.
MGMT: FUT76L0296

2439 IS GOOD SENSE BAD NEWS 1976
FORBES, VOL.118, NO.5, SEPT 1, 1976, P. 89.
CONSUMER SPENDING, DIVIDENDS, ECONOMIC RECOVERY, ECONOMICS, FINANCE, GARMENT INDUSTRY, GNP, INFLATION, PRICE INDEX, PROFIT, RETAIL INDUSTRY, SALES, STOCK MARKET, UNEMPLOYMENT
CONSUMERS ARE NOT SPENDING THEIR MONEY AS RAPIDLY AS THEY DID LAST YEAR. AS A RESULT, INFLATION IS SLOWING AND THE ECONOMY IS GROWING AT A SLOW ,STEADY PACE.
MGMT: FOR76I0159

2440 IS IT TOO MANY PEOPLE OR THE WRONG KIND OF WORK 1976
KAHN, R.
BUSINESS AND SOCIETY REVIEW, NO.18, SUMMER 1976, P. 31-35.
AUTOMATION, CAPITAL INVESTMENTS, ECONOMICS, FULL EMPLOYMENT, GOVERNMENT POLICY, JOB DEVELOPMENT, TAX CREDIT
EXAMINES THE COMBINED FORCE OF THREE NATIONAL POLICIES: MINIMUM LEGAL WAGE, FULL EMPLOYMENT, AND INVESTMENT CREDIT FOR INDUSTRIAL EXPANSION. SHOWS HOW THEY ARE AT CROSS PURPOSES WHEN ENTRY-LOW-LEVEL JOBS ARE ELIMINATED AS A RESULT OF MINIMUM WAGE AND INCREASED MECHANIZATION OF JOBS AIDED BY INVESTMENT CREDITS.
MGMT: BUS76P0031

2441 IS OUR GOVERNMENT OBSOLESCENT 1975
BYROM, F.
NATIONS BUSINESS, VOL.63, NO.5, MAY 1975, P. 76-77.
AUTOMOBILE INDUSTRY, ECONOMICS, ENERGY, GOVERNMENT, INFLATION, INVENTORY, LONG RANGE PLANNING AND OBJECTIVES, MANAGEMENT, OBSOLESCENCE, OIL INDUSTRY, PLANNING, PUBLIC ADMINISTRATION, RESOURCE ALLOCATION, STATISTICS, TECHNOLOGICAL CHANGE, UNEMPLOYMENT
CONSTRUCTIVE PL NNING IS MORE NEEDED THAN EVER, SO THAT WE WILL NOT WASTE OUR RESOURCES HOWEVER THERE EEM TO BE MORE POLITICIANS, WITH THEIR PRIMARY INTEREST ON THE NEXT ELECTION, RATHER THAN STATESMEN, WHO ARE MORE INTERESTED IN THE NEXT GENERATION, RUNNING THE GOVERNMEN
MGMT: NA975E0076

2442 IS PART-TIME CHILD CARE SURROGATE PARENTING PARENTS PERCEPTIONS. 73
FANA, AVIS
DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C.
NOTES: 19P.
CHILDHOOD NEEDS, CHILD REARING, CHILDREN, COMPARATIVE ANALYSIS, DAY CARE SERVICES, INFANTS, MOTHER ATTITUDES, PARENT CHILD RELATIONSHIP, PARENT RESPONSIBILITY, PARENT ROLE, PLANNING, TABLES (DATA), WELFARE RECIPIENTS, WORKING PARENTS, FAMILY DAY CARE, GROUP DAY CARE
THE PURPOSE OF THIS SURVEY AND REPORT IS TO GAIN INFORMATION ABOUT PARENTAL PLANNING FOR CHILD-REARING WHEN THE MOTHER IS EMPLOYED. THIS STUDY IS INTENDED TO EXPLORE MOTHERS PERCEPTIONS OF POSSIBLE DELEGATION OF SOME BASIC CHILD-REARING FUNCTIONS DURING THE MOTHERS ABSENCE FOR EMPLOYMENT. COMPARISON OF THE CHILD CARE ARRANGEMENTS WHICH THE MOTHERS SAW AS BEST ABLE TO CARRY EACH FUNCTION, WITH THE ACTUAL CHILD CARE PLANS IN USE, AND WITH OTHER CRITERIA SUCH AS PARENTAL CONVENIENCE PROVIDE CLUES TO DILEMMAS IN CHILD-REARING WHEN THE MOTHER IS EMPLOYED. STRUCTURED INTERVIEWS WERE HELD WITH 118 MOTHERS WHOSE CHILDREN WERE INVOLVED IN A SUPPORTIVE CHILD CARE PROJECT OR A BY-HOME PROJECT. THE SUPPORTIVE CHILD CARE SERVICES PROVIDED EMERGENCY DAY CARE FOR CHILDREN AND PARENTAL CONSULTATIONS. IN THE BY-HOME PROJECT, CARE AND TRANSPORTATION OF CHILDREN FROM INFANCY THROUGH AGE 14 WERE HANDLED BY A SMALL GROUP CENTER NEAR THEIR HOME. EIGHT CHILD-REARING FUNCTIONS WERE IDENTIFIED (1) PHYSICAL NOURISHMENT; (2) CLEANLINESS; (3) SAFETY FROM DANGER; (4) MEDICAL APPOINTMENTS; (5) PREPARATION FOR THE FUTURE; (6) PROVISION OF AFFECTION AND LOVE; (7) MAINTAINING SOCIAL CONTACT BETWEEN THE CHILDREN AND THEIR FRIENDS; AND (8) PROVIDING GOOD BEHAVIOR EXAMPLES. RESULTS ARE REPORTED IN TERMS OF PARENTAL CHOICES FOR PERFORMANCE OF THE PARTICULAR FUNCTION. CHOICES INCLUDED CARE IN THE HOME BY RELATIVES, NON-RELATIVES OR SELF, OUT-OF-HOME CARE BY RELATIVES OR NON-RELATIVES, AND GROUP CARE BY HOME OR OTHER FACILITIES. (AUTHOR)
ERIC: ED096002

2443 IS PRODUCTIVITY THE ENEMY OF JOB SECURITY 1976
OLSON, J.E.
VITAL SPEECHES, VOL.43, NO.3, NOV 5, 1976, P. 86-90.
EMPLOYMENT, INDUSTRIAL RELATIONS, JOB SECURITY, MANAGEMENT, MBO, PRODUCTIVITY, UNIONS
DISCUSSION OF RELATIONSHIP BETWEEN PRODUCTIVITY AND EMPLOYMENT. GENERAL REVIEW OF LABOR MANAGEMENT RELATIONS.
MGMT: VIT76K0086

2444 IS SMART POLITICS GOOD ECONOMICS 1975
JONAS, N.
BUSINESS WEEK, NO.2403, OCT 20, 1975, P. 47.
BUDGETARY CONTROL, CAPITAL EXPENDITURE, ECONOMETRICS, ECONOMIC PLANNING, ECONOMICS, FINANCE, GNP, GOVERNMENT BUREAUCRACY, TAX REFORM, UNEMPLOYMENT
CONGRESS MAY NOT SUPPORT FORDS DOLLAR-FOR-DOLLAR TAX AND EXPENDITURE CUTS, GIVING HIM

(CONT.)
2444 SPENDING CUTS WHICH DO NOT OFFSET THE TAX CUTS. FORD INSISTS HE WILL VETO TAX CUTS IF THE BUDGET IS NOT HELD DOWN.
MGMT: BWE75J2047-1

2445 IS THE FEMALE ENTREPRENEUR DIFFERENT 1976
SCHREIER, J.W.
MBA, VOL.10, NO.3, MARCH 1976, P. 42-43.
ENTREPRENEURSHIP, JOB SATISFACTION, MANAGEMENT, MANAGER BEHAVIOR, WOMEN, WOMEN IN BUSINESS
FEW DIFFERENCES WERE FOUND IN A STUDY OF MALE AND FEMALE ENTREPRENEUR CHARACTERISTICS. MANAGERIAL ATTITUDES AND BEHAVIOR ARE DESCRIBED.
MGMT: MBA76A0042

2446 IS THE U.S. FACING A CAPITAL SHORTAGE 1975
MASSARO, V.G.
CONFERENCE BOARD RECORD, JAN 1975, P. 41-43. BIBLIOG. 7
CAPITAL, ECONOMIC GROWTH, ECONOMICS, FINANCE, GROSS NATIONAL PRODUCT, INFLATION, INTEREST RATES, INVESTMENT, LABOR FORCE, MODELING, NEW YORK STOCK EXCHANGE, POPULATION, QUANTITATIVE METHODS, UNITED STATES
CAPITAL SHORTAGE THROUGH 1985 PREDICTED, RESULTING FROM SHIFT IN POPULATION AND LABOR FORCE, REQUIRING MORE CAPITAL. SAVINGS AND INVESTMENT PREDICTIONS VARY EXTENT OF INFLATIONARY PRESSURE ON INVESTMENT LIMITATION POLICIES A FACTOR.
MGMT: CBR75A0041

2447 IS THERE A NEED FOR SPECIALIZED DEVELOPMENT PROGRAMS FOR BLACK MANAGERS 1974
VANVOORHIS, K.R.; BROOKINS, R.
AMERICAN INSTITUTE FOR DECISION SCIENCES PROCEEDINGS, NO.6, OCT-NOV 1974, P. 37.
DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, EXECUTIVE, MANAGEMENT, MINORITIES IN BUSINESS, PERSONNEL MANAGEMENT
THIS ARTICLE STRIVES TO EXHIBIT WHY BLACKS HAVE GENERALLY FARED POORLY IN CORPORATE EXECUTIVE RANKS AND WHAT COULD BE DONE TO RECTIFY THE SITUATION.
MGMT: AID74J0037

2448 IS YOUR DESK A DISASTER 1977
WILSON, W.D.
INDUSTRIAL ENGINEERING, VOL.9, NO.1, JAN 1977, P. 22-25.
MANAGEMENT, OFFICE, PRODUCTIVITY, WORKING CONDITIONS
A SERIES OF GUIDLINES TO INCREASE PRODUCTIVITY AT THE DESK. HOW TO ORGANIZE FILES AND IMPROVE WORK METHODS.
MGMT: IEN77A0022

2449 IS 65 + RED NOV-DEC 76
JOHNSON, J. MYRON
SOCIAL POLICY:7:3:9-12
GERONTOLOGY, OLDER ADULTS, SENIOR CITIZENS, RETIREMENT, EMPLOYMENT OPPORTUNITIES, GERIATRICS, AGE GROUPS, ECONOMIC CLIMATE, EMPLOYMENT PRACTICES, AGE DISCRIMINATION
ALTHOUGH THE USE OF DATE OF BIRTH IS A METHOD OF CLASSIFYING PEOPLE HAS CERTAIN LEGAL ADVANTAGES BECAUSE IT PROVIDES A CONVENIENT DIVIDING LINE, IT RESULTS IN MISCLASSIFICATION OF PEOPLE INTO INAPPROPRIATE CATEGORIES. (AUTHOR/AM)
ERIC: EJ152573

2450 THE ISSUE OF INFLUMP 1975
SOMMERS, A.T.
CONFERENCE BOARD RECORD, VOL.12, NO.2, FEB 1975, P. 2-5.
CONSUMER GOODS, ECONOMICS, FORECASTING, GNP, HOUSING, INFLATION, INVENTORY, PRICE INDEX, RECESSION, UNEMPLOYMENT, WHOLESALE
LACK OF TRUE ECONOMIC STABILIZERS HAVE PRODUCED ALTERNATING INFLATION AND RECESSION SINCE 1966.
MGMT: CBR7590002

2451 ISSUES AND PROBLEMS IN INTEGRATING NEEDED SUPPORTIVE SERVICES IN NEIGHBORHOOD YOUTH CORPS PROJECTS . FEB 66
BATTLE, MARK
NEW YORK UNIV., N.Y. CENTER FOR THE STUDY OF UNEMPLOYED YOUTH
NOTES: 11P.
PROBLEMS, YOUTH PROGRAMS, COUNSELING, REMEDIAL PROGRAMS, JOB TRAINING, JOB PLACEMENT, FEDERAL PROGRAMS, NEIGHBORHOOD YOUTH CORPS
EXPERIENCE HAS TAUGHT THAT SUPPORTIVE SERVICES ARE A VITAL PART OF A NEIGHBORHOOD YOUTH CORPS PROJECT. SUPPORTIVE SERVICES INCLUDE (1) DIAGNOSTIC SERVICES PRIOR TO ENROLLMENT, (2) ADJUSTMENT SERVICES DURING ENROLLMENT, (3) BASIC EDUCATION SERVICES DURING ENROLLMENT, (4) MINIMAL SKILLS TRAINING DURING ENROLLMENT, AND (5) JOB DEVELOPMENT AND PLACEMENT SERVICES NEAR THE COMPLETION OF ENROLLMENT. SOME OF THE PROBLEMS IDENTIFIED IN PROVIDING THESE SERVICES INCLUDE (1) THE SPECIFIC IDENTIFICATION OF THE NATURE AND QUANTITY OF EACH NECESSARY SERVICE TOGETHER WITH THE APPROPRIATE DELIVERY SYSTEM, (2) THE AVAILABILITY OF THE SUPPORTIVE SERVICES, (3) THE DIFFICULTY OF COORDINATING EXISTING AGENCIES WITH THE NEW AGENCIES, (4) THE ADMINISTRATIVE PROBLEM OF TIMING THE INITIATION OF PROJECTS WITH THE PROVISION OF THE SERVICES, (5) THE CONFLICTING STANDARDS OF THE YOUTH CORPS AND OTHER GROUPS, AND (6) THE RIGIDITY OF SOME SCHOOL SYSTEMS FOR PROVIDING

(CONT.)
2451 A CURRICULUM TO FIT THE NEEDS OF INDIVIDUALS. SEVERAL NEIGHBORHOOD YOUTH CORPS PROJECTS WHERE INTEGRATION OF SERVICES HAS BEEN ACCOMPLISHED ARE DISCUSSED. (PS)
AIM/ARM: VT004221

2452 ITEM ANALYSIS OF THE DEVELOPMENT POOL OF ITEMS FOR THE YOUTH OPINION QUESTIONNAIRE. MINNESOTA STUDIES IN WORK ATTITUDES TECHNICAL REPORT NO. 1. DEC65
GRAEN, GEORGE B. :AND OTHERS
MINNESOTA UNIV., MINNEAPOLIS. INDUSTRIAL RELATIONS CENTER.
NOTES: 476P.
HIGH SCHOOL STUDENTS, ITEM ANALYSIS, QUESTIONNAIRES, STATISTICAL ANALYSIS, STATISTICAL DATA, STUDENT ATTITUDES, STUDENT CHARACTERISTICS, WORK ATTITUDES, YOUTH OPINION QUESTIONNAIRE
THE YOUTH OPINION QUESTIONNAIRE WAS DEVELOPED TO DETERMINE THE ATTITUDES, NEEDS, EXPECTATIONS, BELIEFS, AND PERCEPTIONS OF THRESHOLD WORKERS WITH REGARD TO THE WORLD OF WORK, THE DEMOGRAPHIC AND SOCIOECONOMIC FACTORS ASSOCIATED WITH THEM, AND THEIR RELATIONSHIP TO ENTRY WORK EXPERIENCE. AN INITIAL POOL OF APPROXIMATELY 600 ITEMS WAS COMPILED FROM SOURCES SUCH AS (1) BOOKS ON HIGH SCHOOL DROPOUTS, JUVENILE DELINQUENCY, AND LABOR MARKET EXPERIENCE, (2) RESEARCH STUDIES, AND (3) PUBLIC OPINION JOURNALS. THE ITEM POOL WAS SUBMITTED TO EXPERTS IN THE FIELD AND REVISED. IT WAS ADMINISTERED TO ALL 9TH, 10TH, 11TH, AND 12TH GRADE CLASSES IN SEVEN URBAN AND FIVE SUBURBAN SCHOOLS REPRESENTING HIGH, MIDDLE, AND LOW SOCIOECONOMIC CATEGORIES. A MINIMUM OF 1,000 STUDENTS AT EACH GRADE LEVEL AND 300 IN EACH SOCIOECONOMIC CATEGORY WAS SOUGHT. STATISTICAL DATA FROM AN ITEM ANALYSIS ARE PRESENTED IN 467 PAGES OF THE REPORT. EACH PAGE PRESENTS THE DATA FOR ONE ITEM. FOR EACH ITEM IS GIVEN (1) THE TOTAL NUMBER OF STUDENTS WHO ANSWERED THE ITEM, (2) THE RESPONSE DISTRIBUTION IN PERCENTAGES FOR THE TOTAL GROUP AND GROUPS CLASSIFIED ACCORDING TO EACH OF THE SEVEN BACKGROUND VARIABLES (SCHOOL, SEX, GRADE LEVEL, FATHERS EDUCATION, FAMILY INCOME, WORK EXPERIENCE, AND SIBLING POSITION), AND (3) THE CHI SQUARE VALUE AND THE SIGNIFICANCE LEVEL FOR EACH OF THE SEVEN BACKGROUND VARIABLES. OTH. ITEM ANALYSES WERE IN PROGRESS FOR DEVELOPING A WORK ATTITUDE SCALE. (SL)
ERIC: ED018575

2453 ITS (PAST) TIME TO UNSTEREOTYPE JUN 77
ELIASON, NANCY CAROL
SCHOOL SHOP:36:10:13-14
SEX STEREOTYPES, WORKING WOMEN, FEMALES, EQUAL OPPORTUNITIES (JOBS), SOCIOECONOMIC INFLUENCES, JOB PLACEMENT, EDUCATIONAL NEEDS, WOMENS EDUCATION, TECHNICAL EDUCATION, WAGES
A DISCUSSION OF THE CHANGES NEEDED AS A RESULT OF THE RAPID INCREASE IN WOMEN ENTERING, OR DESIRING TO ENTER, THE LABOR FORCE. AREAS COVERED ARE WOMENS EDUCATIONAL AND JOB PLACEMENT NEEDS, SOCIOECONOMIC INFLUENCES, AND THE NEED TO UNSTEREOTYPE TECHNICAL TRAINING AND CAREER COUNSELING FOR FEMALE STUDENTS AND TO UNSTEREOTYPE MALE AND FEMALE ATTITUDES TOWARD EMPLOYMENT ROLES. (SH)
ERIC: EJ160020

2454 ITS AN ILL WIND 1976
FORBES, VOL.118, NO.8, OCT 15, 1976, P. 117.
CITIES, ECONOMICS, EMPLOYMENT, FINANCE, HOUSING, LABOR FORCE, RETAIL INDUSTRY, UNEMPLOYMENT
THE INCREASE IN COUNTERGOVERNMENT JOBS HAS BROUGHT INCREASED PAYROLL DOLLARS TO WASHINGTON, D. C., WHICH IN TURN HAS BROUGHT NEW PLACES FOR MONEY TO BE SPENT, SUCH AS RETAIL STORES, RESTAURANTS, AND HOTELS.
MGMT: F3R76J15A7

2455 ITS SRO IN TODAYS ARMY 1975
BUSINESS WEEK, NO.2369, FEB 24, 1975, P. 29.
ADVERTISING, ECONOMICS, EDUCATION, FRINGE BENEFITS, HUMAN RESOURCE DEVELOPMENT, MARKETING, MILITARY, UNEMPLOYMENT
HIGHER PAY PLUS ATTRACTIVE FRINGE BENEFITS AND GREATER OPPORTUNITIES FOR TRAINING IN SKILLS ARE HELPING SWELL THE RANKS OF TODAYS ARMY, AS WELL AS CHANGES IN THE CIVILIAN JOB MARKET AND UNEMPLOYMENT.
MGMT: 3WE7592429

2456 ITS SUMMER JOB TIME AGAIN MAY 76
BAKER, B. KIMBALL
WORKLIFE:1:5:29-32
DISADVANTAGED YOUTH, SEASONAL EMPLOYMENT, PART TIME JOBS, JOB DEVELOPMENT, PROGRAM DESCRIPTIONS, YOUTH EMPLOYMENT, FEDERAL PROGRAMS, MANPOWER UTILIZATION, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT
A SAMPLING OF INNOVATIVE SUMMER JOBS FUNDED THROUGH THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) FOR ECONOMICALLY DISADVANTAGED YOUTH, 14-21 YEARS OF AGE, IS PRESENTED. (LH)
ERIC: EJ137517

2457 THE J AND L STORY -- A MANPOWER/TRANSPORTATION DEMONSTRATION PROJECT SEP 70
GOSS, DAVID
CLEVELAND TRANSPORTATION ACTION PROGRAM, OHIO.
CONTRACT NO. DOT-UT-125

(CONT.)
2457 NOTES: FINAL REPT. SEP 69-JUN 70 116P
BUS LINES, MANPOWER UTILIZATION, UNEMPLOYMENT, TRANSPORTATION, INTERCITY TRANSPORTATION SYSTEMS, DISADVANTAGED GROUPS, POVERTY, JOB RELATED TRANSPORTATION, HARD CORE UNEMPLOYED GROUPS, CLEVELAND (OHIO)
THE CLEVELAND TRANSIT ACTION PROGRAM STARTED BUS SERVICE TO THE JONES AND LAUGHLIN STEEL PLANT IN CLEVELAND, OHIO. THE PURPOSE WAS TO PROVIDE INNER CITY RESIDENTS WITH TRANSPORTATION TO A MAJOR AREA EMPLOYER. THE PROJECT WAS COORDINATED WITH AIM-JOBS, A LOCAL MANPOWER AGENCY. THE PROJECT WAS SUCCESSFUL IN PLACING UNEMPLOYED WORKERS IN JOBS AT THE JONES AND LAUGHLIN PLANT. THE BUS SERVICE PROVED SO EFFECTIVE THAT JONES AND LAUGHLIN AGREED TO COVER OPERATING LOSSES AND IT IS NOW RUNNING ON A PERMANENT BASIS. (AUTHOR)
NTIS: PB-196 464 NTIS PRICES PC$3.00 MF$0.95

2458 JAPANESE AMERICAN SIGHTLESS INSTITUTE PROJECT. JUN 74
CHOMOR, KAREN:AND OTHERS
JAPANESE COMMUNITY PIONEER CENTER, LOS ANGELES, CALIF. SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C. DIV. OF RESEARCH AND DEMONSTRATION GRANTS.
NOTES: 142P.
BLIND, COMMUNICATION SKILLS, COMMUNITY AGENCIES (PUBLIC), COMMUNITY SERVICES, CULTURAL AWARENESS, DELIVERY SYSTEMS, DEMONSTRATION PROGRAMS, ETHNIC GROUPS, ETHNIC STUDIES, INTERPERSONAL COMPETENCE, JAPANESE AMERICANS, OCCUPATIONAL GUIDANCE, PROGRAM DEVELOPMENT, RESEARCH UTILIZATION, SOCIAL AGENCIES, SOCIALIZATION, SOCIALLY DISADVANTAGED, STATE AGENCIES, VISUALLY HANDICAPPED
IN DEVELOPING A PROJECT TO INCREASE THE EFFECTIVENESS OF SERVICE DELIVERY SYSTEMS TO ETHNIC MINORITY GROUPS, THE CULTURAL ORIENTATION AND NEEDS OF THE MINORITY COMMUNITY MUST BE ADDRESSED. CULTURAL AND HISTORICAL BARRIERS TO SERVICE DELIVERY EXIST IN THE JAPANESE AMERICAN COMMUNITY WHICH RESULT IN UNDER-UTILIZATION OF SERVICES. TO MEET THIS PROBLEM, THE PROJECT ADDRESSED ITSELF TO TWO BARRIERS (1) THE INCONGRUENCIES OF SERVICE DELIVERY SYSTEMS AND (2) THE MARGINAL STATUS OF HANDICAPPED CONSUMERS. ALSO EXPLORED WERE: (1) THE VIABILITY OF THE FORMATION AND UTILIZATION OF ETHNIC SELF-HELP MODELS AS A METHODOLOGY FOR SERVICING ETHNIC MINORITY COMMUNITIES AND (2) WHETHER THE INTERMEDIATE USE OF AN ETHNICALLY HOMOGENEOUS GROUP IN SERVICE DELIVERY WOULD HEIGHTEN CONSUMER RECEPTIVITY AND ENHANCE CONSUMER IDENTIFICATION. THE PROJECT DEMONSTRATED THAT AN INSTITUTION WOULD BE CREATED TO SERVE SEVERAL PURPOSES IN ASSISTING THE ETHNIC HANDICAPPED TOWARDS SELF-RELIANCE AND FACILITATING A MORE EFFECTIVE DELIVERY OF SERVICES FROM PUBLIC SERVICE AGENCIES. A DETAILED RESEARCH UTILIZATION STRATEGY AND A 12-ITEM SELECTED BIBLIOGRAPHY ARE INCLUDED IN THE REPORT. APPENDED ARE REPORTS, A SEMINAR AGENDA, TESTIMONY TRANSCRIPT, AND EXAMPLES OF ARTICLES RELATED TO THE PROJECT. (AUTHOR/MS)
ERIC: ED115840 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-243-266: MF $2.25: HC $5.75)

2459 JAPAN: AN ECONOMIC THREAT TO LIFETIME JOBS 1975
BUSINESS WEEK, NO.2373, MARCH 24, 1975, P. 46.
ECONOMIC FORECAST, ECONOMICS, EMPLOYMENT POLICY, INFLATION, JAPAN, LABOR UNIONS, LAYOFF, MANAGEMENT, PRODUCTIVITY, RECESSION
JAPAN FACES MASS FIRINGS OF LIFETIME EMPLOYEES DUE TO ECONOMIC SLUMP, PRESSURES FROM UNIONS FOR WAGE BOOSTS.
MGMT: BWE75C2446-1

2460 JEWELRY ASSEMBLER 6-72.333: RING MAKER III 700.884--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. DEC 58
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, METAL WORKING OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, JEWELRY ASSEMBLER, RING MAKER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062407

2461 JIMMY AND ARTHUR: BEAUTIFUL MUSIC 1976
FORBES, VOL.118, NO.11, DEC 1, 1976, P. 89.
ECONOMIC GROWTH, ECONOMIC POLICY, ECONOMICS, INFLATION, OUTLOOK, UNEMPLOYMENT
ANTICIPATES CONSERVATIVE ECONOMIC ACTION FROM PRESIDENT CARTER.
MGMT: FBR76L0189

2462 JIMMY CARTER: RHETORIC VS. REALITY 1976
FORBES, VOL.118, NO.10, NOV 15, 1976, P. 151.
BUDGET, ECONOMIC GROWTH, ECONOMICS, FEDERAL RESERVE SYSTEM, FINANCE, GOVERNMENT SPENDING, INFLATION, RECESSION, TAX, UNEMPLOYMENT
REALITY MAY OVERRULE JIMMY CARTER WHEN HE TRIES TO KEEP THE PROMISES HE MADE IN ORDER TO BE ELECTED.
MGMT: F8R76K15E1

2463 JOB ANALYSIS FOR HUMAN RESOURCE MANAGEMENT A REVIEW OF SELECTED RESEARCH AND DEVELOPMENT. MANPOWER RESEARCH MONOGRAPH NO. 36. 74
WILSON, MICHAEL
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 87P.
EMPLOYMENT QUALIFICATIONS, HUMAN RESOURCES, JOB ANALYSIS, JOB TRAINING, LITERATURE REVIEWS, MANAGEMENT SYSTEMS, MANPOWER DEVELOPMENT, PERSONNEL MANAGEMENT, REPORTS, SKILL ANALYSIS, STATE OF THE ART REVIEWS, TASK ANALYSIS, TASK PERFORMANCE, TRAINING OBJECTIVES, VOCATIONAL EDUCATION, WORK SIMPLIFICATION
THE REPORT SUMMARIZES THE VARIOUS JOB ANALYSIS TECHNIQUES THAT HAVE BEEN DEVELOPED, DISCUSSES THEIR APPLICATIONS TO SELECTED HUMAN RESOURCE MANAGEMENT ACTIVITIES, AND SUGGESTS PRIORITIES FOR FURTHER RESEARCH AND DEVELOPMENTAL WORK. THE INTRODUCTION DEFINES JOB ANALYSIS AND DISCUSSES THE APPLICATIONS OF JOB ANALYSIS DATA, AND THE STRUCTURE OF THE REPORT. CHAPTER TWO INTRODUCES THE MAJOR JOB ANALYSIS METHODOLOGIES. CHAPTER THREE SUMMARIZES SEVERAL INDIVIDUAL PROJECTS EMPLOYING JOB ANALYSIS FOR HUMAN RESOURCE MANAGEMENT PURPOSES AND THEIR GOALS, OBJECTIVES, MAJOR METHODOLOGICAL CHARACTERISTICS, AND SIGNIFICANT RESULTS. CHAPTER FOUR DEALS WITH FOUR APPLICATIONS OF JOB ANALYSIS DATA - JOB RESTRUCTURING, EDUCATION AND TRAINING, QUALIFICATIONS EXAMINING, AND PERFORMANCE EVALUATION AND THE FINDINGS AND PROCEDURES OF SEVERAL RESEARCH EFFORTS DESCRIBED IN THE TWO PRECEDING CHAPTERS. CHAPTER FIVE COVERS SOME OF THE CRITICAL ASPECTS OF A JOB ANALYSIS AND PRESENTS A POLL REGARDING THE MANPOWER MANAGEMENT INSTITUTES JOB ANALYSIS TRAINING SESSION. CHAPTER SIX DISCUSSES SEVERAL MAJOR ISSUES IN JOB ANALYSIS AND PRESENTS RECOMMENDATIONS FOR FUTURE PRIORITIES IN RESEARCH AND DEVELOPMENT. APPENDIXES A AND B DISCUSS TASK DESCRIPTIONS AND SCALES FOR ANALYZING DATA. APPENDIX C CON INS MAILING ADDRESSES OF THE RESEARCHERS DISCUSSED IN THE REPORT. APPENDIX D CONSISTS OF A LIST GIVING BIBLIOGRAPHIC INFORMATION ON PROJECTS. A BIBLIOGRAPHY CONCLUDES THE REPORT. (AUTHOR/JB)
ERIC: ED107960 SUPERINTENDENT OF DOCUMENTS, U. S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D. C. 20402 (STOCK NUMBER 2900-00224, $1.50)

2464 JOB ANALYSIS METHODOLOGY (A BIBLIOGRAPHY WITH ABSTRACTS) OCT 76
SHONYO, CAROLYN
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1964-SEP 76 130P
BIBLIOGRAPHIES, JOB ANALYSIS, NTISNTIS
REPORTS ON VARIOUS METHODS OF ANALYZING JOBS ARE ABSTRACTED IN THE BIBLIOGRAPHY. SPECIFIC TOPICS INCLUDE WORK MEASUREMENT, FACTOR ANALYSIS, JOB RESTRUCTURING, JOB PERFORMANCE PREDICTION, JOB CLASSIFICATION, AND TASK ANALYSIS. (THIS UPDATED BIBLIOGRAPHY CONTAINS 125 ABSTRACTS, 38 OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.)
NTIS: NTIS/PS-76/0766/6ST NTIS PRICES PC$25.00/MF$25.00

2465 JOB ANALYSIS METHODOLOGY (A BIBLIOGRAPHY WITH ABSTRACTS) OCT 77
SHONYO, CAROLYN A.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1964-OCT 77 176P*
BIBLIOGRAPHIES, JOB ANALYSIS, NTISNTIS
REPORTS ON VARIOUS METHODS OF ANALYZING JOBS ARE ABSTRACTED IN THE BIBLIOGRAPHY. SPECIFIC TOPICS INCLUDE WORK MEASUREMENT, FACTOR ANALYSIS, JOB RESTRUCTURING, JOB PERFORMANCE PREDICTION, JOB CLASSIFICATION, AND TASK ANALYSIS. (THIS UPDATED BIBLIOGRAPHY CONTAINS 171 ABSTRACTS, 46 OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.)
NTIS: NTIS/PS-77/0872/8ST NTIS PRICES PC N01/MF N01

2466 JOB AND INDUSTRIAL RELATED PRODUCTIVITY (A BIBLIOGRAPHY WITH ABSTRACTS) JUL 76
YOUNG, MARY E.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1964-JUN 76 249P
BIBLIOGRAPHIES, PRODUCTIVITY, MANPOWER UTILIZATION, NTISNTIS
PRODUCTIVITY CHANGE, INDUSTRY BREAKDOWN MEASUREMENTS, EFFECTS OF JOB IMPROVEMENT AND WORKER TRAINING, PERSONNEL MANAGEMENT TO IMPROVE PRODUCTIVITY, AND THE RELATIONSHIP OF PRODUCTIVITY TO THE ECONOMY AS A WHOLE ARE AMONG THE TOPICS IN THE REPORTS ABSTRACTED. (THIS UPDATED BIBLIOGRAPHY CONTAINS 244 ABSTRACTS, 103 OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.)
NTIS: NTIS/PS-76/0569/4ST NTIS PRICES PC$25.00/MF$25.00

2467 JOB AND INDUSTRIAL RELATED PRODUCTIVITY, VOLUME 1, 1964-JUNE, 1976 (A BIBLIOGRAPHY WITH ABSTRACTS) AUG 77
YOUNG, MARY E.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1964-JUN 76 249P*

(CONT.)

2467 BIBLIOGRAPHIES, PRODUCTIVITY, MANPOWER UTILIZATION, NTISNTIS
PRODUCTIVITY CHANGE, INDUSTRY BREAKDOWN MEASUREMENTS, EFFECTS OF JOB IMPROVEMENT AND WORKER TRAINING, PERSONNEL MANAGEMENT TO IMPROVE PRODUCTIVITY, AND THE RELATIONSHIP OF PRODUCTIVITY TO THE ECONOMY AS A WHOLE ARE AMONG THE TOPICS IN THE REPORTS ABSTRACTED. (THIS UPDATED BIBLIOGRAPHY CONTAINS 244 ABSTRACTS, NONE OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.)
NTIS: NTIS/PS-77/0640/1ST NTIS PRICES PC N01/MF N01

2468 JOB AND INDUSTRIAL RELATED PRODUCTIVITY. VOLUME 2. JUNE, 1976-JULY, 1977 (A BIBLIOGRAPHY WITH ABSTRACTS) AUG 77
YOUNG, MARY E.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR JUN 76-JUL 77 118P.
BIBLIOGRAPHIES, PRODUCTIVITY, MANPOWER UTILIZATION, NTISNTIS
PRODUCTIVITY CHANGE, INDUSTRY BREAKDOWN MEASUREMENTS, EFFECTS OF JOB IMPROVEMENT AND WORKER TRAINING, PERSONNEL MANAGEMENT TO IMPROVE PRODUCTIVITY, AND THE RELATIONSHIP OF PRODUCTIVITY TO THE ECONOMY AS A WHOLE ARE AMONG THE TOPICS IN THE REPORTS CITED. (THIS UPDATED BIBLIOGRAPHY CONTAINS 113 ABSTRACTS, ALL OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.) SEE ALSO NTIS/PS-77/0640, JOB AND INDUSTRIAL RELATED PRODUCTIVITY. VOL. 1, 1964-JUNE, 1976.
NTIS: NTIS/PS-77/0641/9ST NTIS PRICES PC N01/MF N01

2469 THE JOB APPLICATION BLANK AS A BARRIER TO JOBS DEC 74
SILBERBERG, NORMAN E.;SILBERBERG, MARGARET C.
REHABILITATION LITERATURE:35:12:364-8
MINORITY GROUPS, READING DIFFICULTY, EMPLOYMENT OPPORTUNITIES, JOB APPLICATION, RECORDS (FORMS), EXCEPTIONAL CHILD SERVICES, DISADVANTAGED YOUTH, ADULTS, PERSONNEL SELECTION, DISCRIMINATORY ATTITUDES (SOCIAL)
EMPLOYMENT BARRIERS POSED BY JOB APPLICATION BLANKS FOR DISADVANTAGED (MINORITY GROUP, UNDEREDUCATED, OR NONREADING) APPLICANTS ARE DISCUSSED, AND RECOMMENDATIONS ARE MADE FOR CHANGING BOTH THE INTENT AND THE CONTENT OF APPLICATION FORMS IN ORDER TO MAKE THEM LESS DISCRIMINATORY. (LH)
ERIC: EJ114226

2470 THE JOB ATTITUDES OF WORKERS FROM DIFFERENT ETHNIC BACKGROUNDS. 30 JUN 70
KATZELL, RAYMOND A.;AND OTHERS
NEW YORK UNIV., N.Y. DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 113P.
BLUE COLLAR OCCUPATIONS, ENTRY WORKERS, JOB SATISFACTION, NEGROES, QUESTIONNAIRES, RACIAL DIFFERENCES, SOCIOECONOMIC STATUS, WORK ATTITUDES
TO HELP MINORITY GROUP AMERICANS BECOME INTEGRATED INTO OUR INDUSTRIAL SYSTEM, ORGANIZATIONS NEED INFORMATION ON DIFFERENCES IN JOB ATTITUDES OF WHITE AND BLACK MALE EMPLOYEES, PARTICULARLY HOW THEY PERCEIVE AND REACT TO SUPERVISORS. A PILOT STUDY DEMONSTRATED THE FEASIBILITY OF THE QUESTIONNAIRE METHOD FOR THE TARGET SAMPLE AND ILLUMINATED THE SCOPE OF TOPICS TO BE INCLUDED. A SURVEY OF NEARLY 500 WHITE AND 200 BLACK WORKERS IN EIGHT COOPERATING COMPANIES IN THE NORTHEASTERN UNITED STATES YIELDED THE FOLLOWING RESULTS (1) SLIGHTLY POSITIVE JOB ATTITUDES, (2) SOMEWHAT GREATER SATISFACTION AMONG BLACK WORKERS ON THE AVERAGE, BUT NOT FOR EACH INDIVIDUAL COMPANY, (3) HIGHER PERFORMANCE RATINGS AMONG SATISFIED EMPLOYEES, (4) GREATER CONCERN WITH PROMOTIONS AND THE FUTURE IN GENERAL AMONG BLACKS, AND (5) MODERATE SATISFACTION WITH SUPERVISION AMONG BOTH BLACKS AND WHITES. (BH)
ERIC: ED056193 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 194 777, MF $0.95; SEE CATALOG FOR HARDCOPY PRICE)

2471 JOB BIAS AND THE INVISIBLE MINORITY OCT 70
MANPOWER:2:10:25-28
EDUCATIONAL DISADVANTAGEMENT, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, EQUAL OPPORTUNITIES (JOBS), SOCIAL DISCRIMINATION, SPANISH AMERICANS
ERIC: EJ027287

2472 JOB CORPORATIONS RECOMMENDED FOR TRAINING OF URBAN POOR SEP 70
AMER VOCAT J:45:6:18
ADMINISTRATIVE POLICY, DISADVANTAGED GROUPS, EDUCATIONAL PROGRAMS, FEDERAL AID, JOB TRAINING, MANPOWER DEVELOPMENT, URBAN AREAS, VOCATIONAL EDUCATION
ERIC: EJ024123

2473 THE JOB CORPS A REVIEW OF THE ERIC LITERATURE. ERIC-IRCD URBAN DISADVANTAGED SERIES, NUMBER 13. MAR 70
JABLONSKY, ADELAIDE
COLUMBIA UNIV., NEW YORK, N.Y. ERIC CLEARINGHOUSE ON THE URBAN DISADVANTAGED. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
CONTRACT NO. OEC-0-9-420088-2327(010)
NOTES: 33P.
ANNOTATED BIBLIOGRAPHIES, DELINQUENTS, DISADVANTAGED YOUTH, ECONOMIC DISADVANTAGEMENT, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, GUIDANCE PROGRAMS, JOB DEVELOPMENT, JOB TRAINING, MANPOWER DEVELOPMENT, PROGRAM ADMINISTRATION, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, PROGRAM PLANNING, READING INSTRUCTION, VOCATIONAL EDUCATION, YOUTH PROGRAMS, JOB CORPS

(CONT.)

2473 THE LAST OF A SERIES OF FIVE REPORTS, THIS ANNOTATED BIBLIOGRAPHY INCLUDES A SHORT REVIEW OF THE SPECIFIC SECTIONS IN WHICH THE BIBLIOGRAPHICAL LISTINGS ARE GROUPED. THE 46 ITEMS LISTED ARE ARRANGED IN THE FOLLOWING SECTIONS RELATING TO THE JOB CORPS PROGRAMS HISTORY AND NEED: PLANNING AND PROGRAM DESCRIPTIONS: ADMINISTRATION: INSTRUCTION (READING, AND OTHER): GUIDANCE: AND, EVALUATIONS AND RECOMMENDATIONS. FOR THE FIRST THREE REPORTS OF THIS SERIES, SEE ED 035 778, ED 035 779, AND ED 035 780: FOR A RELATED REPORT, SEE THE NEIGHBORHOOD YOUTH CORPS A REVIEW OF THE ERIC LITERATURE. (RJ)
ERIC: ED036662

2474 JOB CORPS AN EDUCATIONAL ALTERNATIVE. 71
HEMSING, ESTHER D., ED.
AMERICAN ASSOCIATION OF COLLEGES FOR TEACHER EDUCATION, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D. C. JOB CORPS.
NOTES: 13P.
DISADVANTAGED YOUTH, FIELD EXPERIENCE PROGRAMS, PRESERVICE EDUCATION, REMEDIAL INSTRUCTION, STUDENT TEACHERS, STUDENT TEACHING, TEACHER EDUCATION, TEACHER ROLE, TEACHER SUPERVISION, URBAN EDUCATION, JOB CORPS
THE JOB CORPS STUDENT TEACHING PROJECT IS A COMBINED EFFORT OF JOB CORPS AND THE AMERICAN ASSOCIATION OF COLLEGES FOR TEACHER EDUCATION. A MAJOR DIFFERENCE BETWEEN TRADITIONAL SCHOOL SETTINGS AND JOB CORPS CENTERS IS THAT THE CENTER IS A FULL-TIME, ROUND-THE-CLOCK PROGRAM WHICH PROVIDES FOOD, CLOTHING, LODGING, COUNSELING, MEDICAL CARE, AND RECREATION--PLUS BASIC AND VOCATIONAL EDUCATION: THE PROGRAM OFTEN ACCOMMODATES TEACHER TRAINEES IN DORMITORIES AS WELL. THE TEACHER TRAINEE IS A COLLEGE UNDERGRADUATE WHO IS ASKED TO SERVE AS A RESOURCE PERSON AND CONSULTANT, RATHER THAN FILL THE TRADITIONAL TEACHER ROLE OF PRESENTER OF INFORMATION. THE STUDENTS HE TEACHES ARE PROBABLY DROPOUTS, 16 TO 21 YEARS OLD, USUALLY IN NEED OF REMEDIAL WORK. (THE DOCUMENT DESCRIBES METHODS OF RECRUITMENT AND SELECTION: ORIENTATION: SUPERVISION: PROJECT SEMINARS: AND IMPACT ON THE STUDENT TEACHER, TEACHER TRAINING INSTITUTION, AND PROFESSIONAL COMMUNITY.) (JA)
ERIC: ED080488 AMERICAN ASSOCIATION OF COLLEGES FOR TEACHER EDUCATION, SUITE 610, ONE DUPONT CIRCLE, WASHINGTON, D.C. 20036 (STOCK NO. 910052-45-X NO PRICE QUOTED)

2475 JOB CORPS INFORMATION FOR SCHOOL COUNSELORS 69 MAR
JOHNSON, R. P.
SCH COUNSELOR:16:4:291-95
ACHIEVEMENT, JOB DEVELOPMENT, JOB TRAINING, LABOR CAMPS, LABOR FORCE, MANPOWER DEVELOPMENT, UNEMPLOYED, VOCATIONAL COUNSELING, WORK EXPERIENCE PROGRAMS
ERIC: EJ003951

2476 JOB CORPS SOME FACTORS AFFECTING ENROLLEE EARNINGS MAY 72
ENGLEMAN, STEPHEN R.
INDUSTRIAL RELATIONS:11:2:198-215
ADULT VOCATIONAL EDUCATION, DISADVANTAGED YOUTH, EDUCATIONALLY DISADVANTAGED, FEDERAL PROGRAMS, INCOME, PARTICIPANT CHARACTERISTICS, POVERTY PROGRAMS, SUCCESS FACTORS, JOB CORPS
ERIC: EJ060250

2477 JOB CORPS THE URBAN CENTER AS A TRAINING FACILITY SPR 71
RAWLINS, V. LANE
JOURNAL OF HUMAN RESOURCES:6:2:221-235
ADULT VOCATIONAL EDUCATION, DISADVANTAGED YOUTH, FEDERAL PROGRAMS, POVERTY PROGRAMS, PROGRAM EVALUATION, VOCATIONAL TRAINING CENTERS, JOB CORPS
DESPITE HIGH COSTS, THIS PROGRAM IS WORTHWHILE BECAUSE OF ITS IMPACT ON POST-TRAINING EARNINGS. (BH)
ERIC: EJ039163

2478 THE JOB CORPS AT TEN MAR 75
SHALES, TOM
MANPOWER:7:3:2-9
EQUAL OPPORTUNITIES (JOBS), PROGRAM DEVELOPMENT, YOUTH PROGRAMS, DROPOUT REHABILITATION, JOB TRAINING, EDUCATIONAL PROGRAMS, VOCATIONAL TRAINING CENTERS, DROPOUT PROGRAMS, JOB CORPS
JOB CORPS PROGRAMS HAVE CHANGED DURING ITS TEN YEARS, AND INCLUDE NEW RESIDENTIAL MANPOWER CENTERS, SUPPORT CENTERS, COEDUCATIONAL CENTERS, AND CIVILIAN CONSERVATION CENTERS. THE ARTICLE TRACES THE HISTORY AND DEVELOPMENT OF THIS VITAL EDUCATIONAL PROGRAM. (MW)
ERIC: EJ113722

2479 JOB CORPS CHARTS A COED COURSE FEB 77
NEILL, SHIRLEY BOES
WORKLIFE:2:2:6-11
COEDUCATION, JOB TRAINING, VOCATIONAL EDUCATION, PROGRAM IMPROVEMENT, WORK EXPERIENCE PROGRAMS, FEDERAL PROGRAMS, SEX (CHARACTERISTICS), SEX ROLE, SEX STEREOTYPES, JOB CORPS, UNITED STATES
ONE OF THE BIGGEST CHANGES IN THE JOB CORPS PROGRAM HAS BEEN THE CONVERSION OF MANY SINGLE-SEX CENTERS TO COEDUCATIONAL FACILITIES. INTERVIEWS WITH PROGRAM ADMINISTRATORS AT THE NATIONAL AND CENTER LEVELS INDICATE THAT COEDING, THE CATCHWORD FOR THE

(CONT.)
2479 CONVERSION, IS BOTH POPULAR AND EFFECTIVE. (WL)
ERIC: EJ153229

2480 JOB CORPS EXPERIENCE WITH MANPOWER TRAINING OCT 75
LEVITAN, SAR A.
MONTHLY LABOR REVIEW:98:10:3-11
FEDERAL PROGRAMS, DISADVANTAGED YOUTH, VOCATIONAL TRAINING CENTERS, PROGRAM DESCRIPTIONS, EDUCATIONAL PROGRAMS, VOCATIONAL EDUCATION, RESIDENTIAL PROGRAMS, EDUCATIONAL INNOVATION, PROGRAM EVALUATION, JOB TRAINING, JOB CORPS
ERIC: EJ125408

2481 JOB CORPS INSTRUCTORS TRAINING GUIDE FOR THE WORLD OF WORK CURRICULUM. ET HANDBOOK NO. 321. APR 76
EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 68P.
BASIC SKILLS, CONSUMER EDUCATION, CURRICULUM, CURRICULUM GUIDES, EMPLOYMENT INTERVIEWS, INDIVIDUAL DEVELOPMENT, INTERPERSONAL COMPETENCE, JOB APPLICATION, JOB SEARCH METHODS, JOB SKILLS, JOB TRAINING, SKILL DEVELOPMENT, TEACHING GUIDES, TEACHING TECHNIQUES, UNIT PLAN, JOB CORPS
THIS INSTRUCTORS TRAINING GUIDE FOR THE JOB CORPS FOUR-UNIT WORLD OF WORK CURRICULUM CONTAINS INSTRUCTIONAL UNITS AND TEACHING METHODS FOR THE PROGRAM, WHICH IS DESIGNED TO PROVIDE CORPS MEMBERS WITH THE OPPORTUNITY TO LEARN THE SKILLS AND BEHAVIORS NECESSARY FOR GETTING AND KEEPING A JOB. THE FOUR UNITS IN THE GUIDE AND THEIR RESPECTIVE CONTENTS ARE (1) GETTING AND KEEPING A JOB (PURPOSE, COURSE CONTENT, SCHEDULING, EQUIPMENT, AND TEACHING TECHNIQUES), (2) CONSUMER EDUCATION (PURPOSE, COURSE CONTENT, SCHEDULING), (3) SUPPLEMENTAL SKILLS (UNDERSTANDING TAXES, UNDERSTANDING UNIONS, USING THE TELEPHONE, USING THE NEWSPAPER, AND TELLING TIME), AND (4) EXIT READINESS PROGRAM (PURPOSE AND COURSE CONTENT). APPENDIXES INCLUDE MISCELLANEOUS TEACHER HELPS STUDENT PERFORMANCE RECORD, MATERIALS RESOURCE LIST, READABILITY CALCULATION WORK SHEET, NOTES ON LEADING CLASS DISCUSSIONS, NOTES ON TECHNIQUES FOR RELATING TO AND COMMUNICATING WITH CORPSMEN, BACKGROUND INFORMATION ON UNIONS, A GLOSSARY OF WORDS FROM THE WORKPLACE, ABBREVIATIONS COMMONLY FOUND IN CLASSIFIED ADS, AND SAMPLE QUESTIONS AND CHECKLIST FOR INTERVIEWS. (WL)
ERIC: ED132373

2482 JOB CORPS LANGUAGE PROGRAM, FINAL REPORT. MAY 69
GROPPER, GEORGE L.;SHORT, JERRY G.
AMERICAN INSTITUTES FOR RESEARCH, PITTSBURGH, PA. OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C. JOB CORPS.
NOTES: 69P.
ARTICULATION (SPEECH), ORAL COMMUNICATION, ORAL ENGLISH, PHONOLOGY, REMEDIAL INSTRUCTION, SPEECH EDUCATION
TRYOUT RESULTS INDICATED THAT A SPEECH AND LANGUAGE PROGRAM DEVELOPED TO IMPROVE EMPLOYABILITY OF CORPSMEN ACCOMPLISHED ONE OF ITS TWO GOALS: THAT IS, IT TAUGHT CORPSMEN THE CONCEPTS UNDERLYING THE CORRECT PRODUCTION OF STANDARD SPEECH AND LANGUAGE PATTERNS. THE PROGRAM CONSISTED OF AUDIO TAPES, NOTEBOOKS WITH PICTORIAL AND VERBAL STIMULUS MATERIALS, AND A RECORD BOOK DESIGNED FOR SELF-SCORING EXERCISES. IT HAD SEVENTY-FIVE LESSONS, SOME OF WHICH WERE SCHEDULED MORE THAN ONCE FOR A TOTAL OF NINETY-FIVE INSTRUCTIONAL HOURS. THE FINAL VERSION OF THE PROGRAM PROVIDES ADDITIONAL PRACTICE TO ACHIEVE THE SECOND GOAL TO MOVE CORPSMEN CLOSER TO THE GOAL OF USING STANDARD ENGLISH IN SITUATIONS (SUCH AS JOB INTERVIEWS) CALLING FOR SPONTANEOUS SPEECH. SPECIFIC PROBLEMS OF ENUNCIATION AND GRAMMAR ARE GIVEN WITH BEFORE-AND-AFTER ERROR RATE. (MF)
ERIC: ED044023 AMERICAN INSTITUTES FOR RESEARCH, 135 NORTH BELLEFIELD AVENUE, PITTSBURGH, PENNSYLVANIA 15213

2483 THE JOB CORPS LEARNS SPANISH SEP 72
STEVENSON, GLORIA
MANPOWER:4:9:7-14
BICULTURALISM, BILINGUAL EDUCATION, DISADVANTAGED GROUPS, EMPLOYMENT SERVICES, GENERAL EDUCATION, JOB TRAINING, LANGUAGE PROGRAMS, SECOND LANGUAGE LEARNING, SPANISH AMERICANS, JOB CORPS
A NUMBER OF JOB CORPS CENTERS, BOTH NATIONAL AND REGIONAL, HAVE BEEN STAFFED TO SERVE THE SPANISH-SPEAKING WITH BILINGUAL AND BICULTURAL PROGRAMS, INCLUDING JOB TRAINING PROGRAMS. (MF)
ERIC: EJ068759

2484 A JOB CORPS STUDY OF RELATIVE COST BENEFITS, VOLUME I AND II. APR 69
SOFTWARE SYSTEMS, INC., WASHINGTON, D.C. OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C. JOB CORPS.
NOTES: 138P.
ADULT VOCATIONAL EDUCATION, COST EFFECTIVENESS, DISADVANTAGED YOUTH, FEDERAL PROGRAMS, MATHEMATICAL MODELS, POVERTY PROGRAMS, PROGRAM EVALUATION, RESEARCH METHODOLOGY, JOB CORPS
THIS STUDY WAS UNDERTAKEN TO RELATE JOB CORPS TRAINING OUTCOMES TO THE COSTS OF TRAINING, IN TERMS OF HUMAN TALENT, TIME, AND MATERIAL RESOURCES. TRAINING OUTCOMES OR BENEFITS WERE CLASSIFIED ACCORDING TO JOB CORPS OBJECTIVES, THEN COMPARED TO TOTAL COSTS INCURRED BY BOTH TRAINING CENTER AND ENROLLEE. EMPIRICAL VALIDATION AND OTHER EVALUATION

(CONT.)

2484 OF THE PROCEDURE PROVED IT TO BE SOUND AND APPLICABLE IN A COMPARISON OF MANPOWER TRAINING PROGRAMS. THE RESULTS REVERSED SEVERAL CONCLUSIONS OF EARLIER STUDIES WHICH HAD CONSIDERED OUTCOMES ONLY. WHEN COSTS ARE INCLUDED IN THE ANALYSIS, IT IS NO LONGER TRUE THAT YOUNG OR RURAL CORPSMEN PERFORM POORLY. WHEN HEAVILY ORIENTED PLACEMENT SCALES ARE USED AS CRITERIA, THE SUPERIOR PERFORMANCE RECORDS OF BLACK CORPSMEN IS REVERSED. A DETAILED PRESENTATION OF THE MODEL IS INCLUDED, ALONG WITH TABLES DISPLAYING THE FULL RESULTS OF THE ANALYSIS. (BH)
ERIC: ED053308

2485 JOB CORPS TRAINEES AS A SAMPLE OF THE POPULATION. MAR67
EDGERTON, HAROLD A. ;SYLVESTER, ROBERT W.
PERFORMANCE RESEARCH, INC., WASHINGTON, D.C.
NOTES: 33P.
ACADEMIC ACHIEVEMENT, AGE, COMPARATIVE STATISTICS, DISADVANTAGED YOUTH, FAMILY ENVIRONMENT, FEDERAL PROGRAMS, GEOGRAPHIC DISTRIBUTION, INDIVIDUAL CHARACTERISTICS, MARITAL STATUS, OUT OF SCHOOL YOUTH, POPULATION DISTRIBUTION, POVERTY PROGRAMS, SEX (CHARACTERISTICS), SOCIOECONOMIC BACKGROUND, VOCATIONAL EDUCATION, WORK EXPERIENCE, JOB CORPS
THE SIMILARITY OF JOB CORPS TRAINEES TO THE POPULATION OF THE SAME AGE FROM WHICH THEY WERE DRAWN AND PROPORTION OF TRAINEES COMING FROM EACH STATE WERE DETERMINED. DATA WERE OBTAINED FROM PREENROLLMENT APPLICATIONS, CENSUS REPORTS, AND PUBLICATIONS. FINDINGS INCLUDED -- (1) THE NUMBER OF 16- TO 17-YEAR-OLD MALE TRAINEES WAS DISPROPORTIONATELY LARGE, (2) THERE WAS A PREPONDERANCE OF 18- TO 20-YEAR-OLD FEMALES, (3) EDUCATIONALLY, THE TRAINEES WERE IN THE LOWER RANGES OF THE TOTAL YOUTH POPULATION IN TERMS OF HIGH SCHOOL GRADUATION AND HIGHEST SCHOOL GRADE COMPLETED, (4) THE TRAINEES HAD SHOULDERED MORE RESPONSIBILITY THAN MOST YOUNG PEOPLE OF THEIR AGE RANGE, MORE HAVING BEEN HEADS OF HOUSEHOLD OR PRIMARY WAGE EARNERS, ALTHOUGH MAINLY IN UNSKILLED JOBS, (5) STATES WITH LARGER POPULATIONS PROVIDED MOST OF THE TRAINEES, (6) ON THE AVERAGE, THOSE STATES HAVING HIGHER EDUCATIONAL LEVELS HAD FEWER TRAINEES, (7) IN GENERAL, THE NUMBER OF ENROLLEES BY STATES WAS A FUNCTION OF THE STATES SOCIOECONOMIC CHARACTERISTICS SUCH AS A HIGHER AGGREGATE BUT LOWER PERCENTAGE OF NONWHITES, A LOWER PERCENTAGE OF VETERANS AGED 16 TO 21, A HIGHER PERCENTAGE OF YOUTH IN THE LOWER 16 TO 21 AGE RANGE, AND A HIGHER PERCENTAGE OF ILLITERATES, (8) THE LARGER THE PERCENTAGE OF ARMED FORCES MENTAL TEST FAILURES IN A STATE, THE LARGER ITS SHARE OF JOB CORPS ENROLLEES, AND (9) THE HIGHER PER-PUPIL SUPPORT FOR SCHOOLS IN A STATE, THE SMALLER ITS JOB CORPS ENROLLMENT PERCENTAGE. THE JOB CORPS APPEARED TO BE DRAWING ITS TRAINEE POPULATION SUBSTANTIALLY IN KEEPING WITH THE PHILOSOPHY PUBLICLY EXPRESSED BY ITS LEADERS. (ET)
ERIC: ED015309

2486 JOB CORPS TRAINING STANDARD FOR SMALL GAS ENGINE REPAIR, D.O.T. CODE 625.281. AUG 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. JOB CORPS.
CONTRACT NO. 19
ENGINES, JOB SKILLS, MACHINE REPAIRMEN, STANDARDS, TRADE AND INDUSTRIAL EDUCATION, EVALUATION CRITERIA, JOB CORPS
THIS MANUAL CONTAINS THE REQUIREMENTS FOR A JOB CORP MEMBER TO MEET IN ORDER TO RANK AS A GASOLINE ENGINE REPAIRMAN. GENERAL TASKS AND KNOWLEDGE NEEDED FOR SUCCESSFUL PERFORMANCE OF DUTIES ARE ITEMIZED ON A 13-PAGE CHECK SHEET FOR THE USE OF THE CORPSMEMBER AND THE INSTRUCTOR. ITEMS ARE CLASSIFIED AS (1) SAFETY, (2) GENERAL, (3) IGNITION SYSTEM, (4) CARBURETION, (5) VALVE TRAIN, (6) ENGINE REPAIR, (7) LUBRICATION SYSTEM, AND (8) COMMON ENGINE-RELATED REPAIRS. GENERAL EDUCATION LEVEL RANKINGS INCLUDE SKILLS IN READING, MATHEMATICS, LANGUAGE, HANDWRITING, SPEAKING, AND SOCIAL/ATTITUDINAL ACHIEVEMENTS. (MU)
AIM/ARM: VT100438

2487 THE JOB CORPS TRANSITION APR 72
PICHLER, JOSEPH A.
INDUSTRIAL AND LABOR RELATIONS REVIEW:25:3:336-353
ADULT VOCATIONAL EDUCATION, DISADVANTAGED YOUTH, FEDERAL PROGRAMS, POVERTY PROGRAMS, PROGRAM DEVELOPMENT, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, PROGRAM IMPROVEMENT, JOB CORPS
THE RESTRUCTURING OF THE JOB CORPS AND ITS INTEGRATION WITH OTHER MANPOWER PROGRAMS IS DESCRIBED. (BH)
ERIC: EJ055821

2488 JOB CORPS YOUTH GUIDE RECRUITERS JUL 71
OWEN, WALTER L.
MANPOWER:3:7:20-22
ADULT VOCATIONAL EDUCATION, AUDIOVISUAL AIDS, DISADVANTAGED YOUTH, FEDERAL PROGRAMS, POVERTY PROGRAMS, RECRUITMENT, JOB CORPS
NEW PROMOTIONAL MATERIAL REFLECTS ATTITUDES OF CORPS MEMBERS IN WORDS AND PICTURES. (EDITOR)
ERIC: EJ041358

2489 JOB CORPS, IN BRIEF, FY-76. 77
EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 35P.
COUNSELING, DISADVANTAGED YOUTH, EDUCATIONAL FACILITIES, EDUCATIONALLY DISADVANTAGED, EDUCATIONAL NEEDS, EDUCATIONAL OBJECTIVES, EDUCATIONAL PROGRAMS, JOB PLACEMENT, JOB

(CONT.)
2489 TRAINING, LABOR UNIONS, NATIONAL PROGRAMS, PARTICIPANT CHARACTERISTICS, PROGRAM COSTS, PROGRAM DESCRIPTIONS, PROGRAM EFFECTIVENESS, REGIONAL PROGRAMS, RESIDENTIAL PROGRAMS, SCHOOL INDUSTRY RELATIONSHIP, UNEMPLOYED, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, WORK STUDY PROGRAMS, YOUTH PROGRAMS, JOB CORPS
THE JOB CORPS IS DESCRIBED AS A TRAINING PROGRAM FOR IMPOVERISHED AND UNEMPLOYED YOUNG PEOPLE BETWEEN THE AGES OF 16 AND 21 WHICH WILL HELP THEM BECOME RESPONSIBLE ADULTS, PREPARE TO GET AND HOLD PRODUCTIVE JOBS, RETURN TO SCHOOL OR FURTHER TRAINING, OR SATISFY ARMED FORCES ENTRANCE REQUIREMENTS. (CURRENTLY (1976), JOB CORPS PROVIDES TRAINING FOR 20,700 YOUTH IN 60 CENTERS LOCATED IN 31 STATES AND PUERTO RICO.) THE FOLLOWING TOPICS PROVIDE DESCRIPTION AND STATISTICS ON VARIOUS ASPECTS OF THE PROGRAM FACILITIES AND TRAINING SPACE, RECENT TRENDS, EDUCATION, VOCATIONAL SKILLS TRAINING, WORK EXPERIENCE, COUNSELING, HEALTH SERVICES, UNION PARTICIPATION, RESIDENTIAL LIVING, MAXIMUM BENEFITS SYSTEM, HEALTH SERVICES, CHARACTERISTICS OF NEW ENROLLEES, PROGRAM OUTCOMES AND PERFORMANCE, COST PERFORMANCE, COST BENEFITS, AND PROGRAM EFFECTIVENESS. TABLES PRESENT INFORMATION CONCERNING THE FOLLOWING AREAS TRAINING SPACE DISTRIBUTION (BY REGION AND BY TYPE OF CENTER), FISCAL YEAR (FY) 1976 UNION PROGRAMS, JOB CORPS PLACEMENT (FY 1973-FY 1976), JOB CORPS CENTERS BY REGION, LOCATION OF JOB CORPS CENTERS, AND JOB CORPS BY FISCAL YEAR (FY 1966-FY 1976). (TA)
ERIC: ED142796

2490 THE JOB CORPS. RESIDENTIAL TRAINING FOR DISADVANTAGED YOUTH.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 12P.
ADULT VOCATIONAL EDUCATION, FEDERAL PROGRAMS, DISADVANTAGED YOUTH, POVERTY PROGRAMS, OUT OF SCHOOL YOUTH, VOCATIONAL TRAINING CENTERS, JOB CORPS
THIS GUIDE DESCRIBES THE JOB CORPS RESIDENTIAL CENTERS FOR DISADVANTAGED YOUTH. THE PAMPHLET DESCRIBES ENROLLEES, TYPES OF TRAINING CENTERS, AND PROGRAM BENEFITS. ADDRESSES OF NATIONAL JOB CORPS HEADQUARTERS AND REGIONAL MANPOWER ADMINISTRATORS ARE INCLUDED. (BH)
AIM/ARM: VT016405

2491 JOB CORPSMEN SELECTION AND PREDICTION OF SUCCESSFUL COMPLETION OF THE GENERAL EDUCATION DEVELOPMENT (GED) PROGRAM AT CLEARFIELD URBAN JOB CORPS CENTER. 69
CARBUHN, WAYNE MCKINZIE
UTAH UNIV., SALT LAKE CITY.
NOTES: 121P.; PH.D. THESIS
ACADEMIC ACHIEVEMENT, AGE DIFFERENCES, DISADVANTAGED YOUTH, DOCTORAL THESES, ETHNIC GROUPS, INDIVIDUAL CHARACTERISTICS, INVESTIGATIONS, PREDICTION, RACE, READING LEVEL, SELECTION, SKILL CENTERS, SOCIAL ADJUSTMENT, TESTING, TEST VALIDITY, GENERAL APTITUDE TEST BATTERY, GENERAL EDUCATION DEVELOPMENT TEST, JOB CORPS, STANFORD ACHIEVEMENT TEST, UTAH
THIS INVESTIGATION, CONDUCTED AT CLEARFIELD, UTAH, JOB CORPS URBAN CENTER, ATTEMPTED TO HELP THE ADVANCED EDUCATION DEPARTMENT SELECT AND PREDICT THE PERFORMANCE OF CORPSMEN WHO WOULD ATTEMPT THE GENERAL EDUCATION DEVELOPMENT (GED) TEST (HIGH SCHOOL EQUIVALENCY). PREVIOUS SELECTION PROCEDURES WERE CUMBERSOME, CONFUSING, AND WITH A HIGH ATTRITION RATE. THE SPECIFIC PROBLEMS INVESTIGATED WERE NATURE OF RELATIONSHIP BETWEEN CORPSMEN EDUCATIONAL PERFORMANCE AND THEIR DEMOGRAPHIC-BIOLOGIC DATA, TEST DATA, AND SOCIAL BEHAVIOR; SATISFACTORY READING GRADE LEVEL FOR SELECTING CORPSMEN; THE ADVANCED LEVEL OF THE STANFORD ACHIEVEMENT TEST (SAT) AS A SATISFACTORY PREDICTOR OF PERFORMANCE ON .E GED TEST; AND THE CONTRIBUTION OF THE GENERAL APTITUDE TEST BATTERY (GATB) IN THE SELECTION, AND WHETHER THIS WARRANTED ITS INCLUSION IN THE PRE-GED SELECTION BATTERY. OF THE 319 CORPSMEN WHO BEGAN THE STUDY, 157 COMPLETED THE GED TEST WITH 128 PASSES. THE RESULTS INDICATED THAT WHILE AGE WAS NOT SIGNIFICANT, ETHNIC GROUP CLASSIFICATION WAS AN IMPORTANT FACTOR IN PASSING THE GED TEST. HIGHEST GRADES COMPLETED IN SCHOOL AND OTHER DEMOGRAPHIC-BIOLOGIC DATA AND SOCIAL ADJUSTMENT RATINGS WERE NEITHER RELIABLE INDICATORS OF LEVEL OF ACADEMIC ACHIEVEMENT, NOR USEFUL IN DIFFERENTIATING THE SUCCESSFUL FROM THE UNSUCCESSFUL CORPSMEN IN THE PROGRAM. (AUTHOR/PT)
ERIC: ED042097 UNIVERSITY MICROFILMS, 300 N. ZEEB RD., ANN ARBOR, MICHIGAN, 48106 (ORDER NO. 70-3391, $3.00, XEROGRAPHY $6.00)

2492 JOB COUNSELING AND PLACEMENT FOR THE USE OF BASIC SKILLS. VOLUME 1 TECHNIQUES JUL 77
MUNGER, SARA J.;SEILER, EARL L.;ALTMAN, JAMES W.
SYNECTICS CORP., ALLISON PARK, PA.;EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-20-42-74-19
NOTES: FINAL REPT. 99P
COUNSELING, EMPLOYMENT, PLACEMENT, HANDBOOKS, SKILL LEVELS, JOB FINDING, COUNSELORS, PLACEMENT OFFICERS, MENTAL RETARDATES, SLOW LEARNERS, LEARNING DISABILITIES, JOB MATCHING, JOB OPPORTUNITIES, NTISLABREU
THIS PART OF THE HANDBOOK SUGGESTS COURSES OF ACTION THAT ARE EFFECTIVE IN COUNSELING AND PLACING PERSONS WITH LIMITED COGNITIVE SKILLS. THIS VOLUME PROVIDES HOW-TO INFORMATION CONCERNING (1) DETERMINING CLIENT CAPABILITIES, (2) ENHANCING CAPABILITIES THROUGH TRAINING, (3) IDENTIFYING JOB OPPORTUNITIES, (4) DEVELOPING JOB OPPORTUNITIES, (5) MATCHING CLIENTS AND JOB OPPORTUNITIES.
NTIS: PB-271 732/3ST NTIS PRICES PC A05/MF A01

2493 JOB COUNSELING AND PLACEMENT FOR THE USE OF BASIC SKILLS. VOLUME 2 JOBS JUL 77
MUNGER, SARA J.;SEILER, EARL L.;ALTMAN, JAMES W.
SYNECTICS CORP., ALLISON PARK, PA.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-20-42-74-19
NOTES: FINAL REPT. 396P
COUNSELING, EMPLOYMENT, PLACEMENT, HANDBOOKS, SKILL LEVELS, JOB FINDING, COUNSELORS, PLACEMENT OFFICERS, MENTAL RETARDATES, OCCUPATIONS, WORK ENVIRONMENT, NTISLABPEU
THIS PART OF THE HANDBOOK PROVIDES SUMMARY JOB REQUIREMENTS INFORMATION FOR MORE THAN 9,000 OCCUPATIONS SELECTED FROM THE 3RD EDITION OF THE DICTIONARY OF OCCUPATIONAL TITLES (DOT), WHICH CAN BE USED TO SUPPORT THE COUNSELING AND PLACEMENT EFFORTS OF THOSE WHO PROVIDE SERVICES TO PERSONS WITH LIMITED COGNITIVE SKILLS.
NTIS: PB-271 703/1ST NTIS PRICES PC A17/MF A01

2494 JOB CREATION PROGRAMMES: THE UNITED STATES EXPERIENCE 1976
WERNEKE, D.
INTERNATIONAL LABOUR REVIEW, VOL.114, NO.1, JULY-AUG 1976, P. 43-59. BIBLIOG. 46
ECONOMICS, EMPLOYMENT, GOVERNMENT AGENCY, GOVERNMENT SPENDING, INFLATION, JOB DEVELOPMENT, LABOR FORCE, LEGISLATION, PUBLIC ADMINISTRATION, RECESSION, TRAINING AND DEVELOPMENT, UNEMPLOYMENT, UNITED STATES
THREE TYPES OF MANPOWER POLICIES THAT ATTEMPT TO TACKLE THE PROBLEM OF HIGH UNEMPLOYMENT ARE EXAMINED. THE IMPLICATIONS OF DECENTRALIZATION ARE EXAMINED AND THE EXTENT TO WHICH THE VARIOUS GOVERNMENT AGENCIES HAVE ACHIEVED THE OBJECTIVES OF JOB CREATION ARE DISCUSSED. VARIOUS JOB CREATION PROGRAMS ARE EVALUATED.
PGMT: IRE76G0043

2495 JOB CREATION--A MEANS FOR IMPLEMENTING A PUBLIC POLICY OF FULL EMPLOYMENT . TECHNICAL MONOGRAPH NO. 9: PUBLICATION NO. 109. APR 67
SPECHT, HARRY;PRUGER, ROBERT
CONTRA COSTA COUNCIL OF COMMUNITY SERVICES, WALNUT CREEK, CALIF. OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 42P.
UNEMPLOYED, UNSKILLED LABOR, EMPLOYMENT PROGRAMS, ECONOMIC DISADVANTAGEMENT, POVERTY PROGRAMS, MANPOWER UTILIZATION, GOVERNMENTAL FUNCTIONS, PROGRAM ADMINISTRATION, PROGRAM PROPOSALS, CALIFORNIA
JOB-CREATION DEMONSTRATION PROJECTS RESULTING IN EMPLOYMENT OF 40,000 TO 50,000 POOR PERSONS HAVE BEEN FINANCED BY THE OFFICE OF ECONOMIC OPPORTUNITY. SOME PROGRAM GOALS WERE (1) TO DETERMINE THE EFFECT OF HAVING A JOB AVAILABLE FOR ALL WHO ARE WILLING AND ABLE TO WORK, (2) TO REDUCE THE NUMBER OF FAMILIES WITH INCOME BELOW $4,000 PER YEAR, (3) TO FIND THE BEST MEANS OF BUILDING NEW JOBS IN PUBLIC AGENCIES, (4) TO BUILD AND TEST PROGRAMS THAT PROVIDE OPPORTUNITIES FOR THE NEW WORKERS TO LEARN, GROW, AND CHANGE, AND (5) TO INCREASE SERVICES TO THE LOW-INCOME COMMUNITY BY UTILIZATION OF AVAILABLE MANPOWER. LIMITATIONS OF EXISTING PROGRAMS ARE (1) JOBS ARE USUALLY SET UP OUTSIDE REGULAR EMPLOYMENT SYSTEMS, (2) THE SMALL NUMBERS OF INDIVIDUALS EMPLOYED ATTRACT ONLY THE HIGHLY TALENTED AND RESOURCEFUL POOR, AND (3) EMPLOYMENT IS ONLY AT ENTRY LEVEL WITH LITTLE OPPORTUNITY FOR ADVANCEMENT. TAX CUTS ARE INEFFICIENT IN RAISING EMPLOYMENT, POVERTY PROGRAMS ARE LIMITED IN THE NUMBER OF PEOPLE THEY REACH, AND WELFARE AND UNEMPLOYMENT INSURANCE ONLY SUSTAIN LOW LEVEL INCOME. JOB CREATION WOULD RESULT IN SAVINGS IN WELFARE AND A REDUCED CRIME RATE, AND THE MONEY PAID WOULD BE SPENT ON CONSUMER GOODS TO EXPAND THE LOCAL ECONOMY IN POVERTY AREAS. AN EMPLOYMENT PROGRAM DURING TRAINING IS A NECESSITY FOR THE HARD CORE UNEMPLOYED. (DM)
AIM/ARM: VT006241 CONTRA COSTA COUNCIL OF COMMUNITY SERVICES, 2717 NORTH MAIN STREET, SUITE 9, WALNUT CREEK, CALIFORNIA 94596 ($1.00).

2496 JOB DESCRIPTIONS AND ORGANIZATIONAL ANALYSIS FOR HOSPITALS AND RELATED HEALTH SERVICES. 70
AMERICAN HOSPITAL ASSOCIATION, CHICAGO, ILL.: MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 729P.: 1970 REVISION
ADMINISTRATIVE ORGANIZATION, EMPLOYMENT QUALIFICATIONS, EMPLOYMENT SERVICES, HEALTH OCCUPATIONS EDUCATION, HOSPITALS, JOB ANALYSIS, JOBS, JOB SKILLS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, VOCATIONAL COUNSELING
DESCRIPTIONS OF 238 HOSPITAL PAYROLL JOBS ARE BASED ON A JOB ANALYSIS STUDY OF ALL JOBS WITHIN SPECIFIED DEPARTMENTS OF 27 HOSPITALS, AND ARE INTENDED FOR USE OF PUBLIC EMPLOYMENT OFFICES AND AS A SOURCE OF OCCUPATIONAL INFORMATION FOR HOSPITAL PERSONNEL ADMINISTRATORS. UNDER MAJOR SECTIONS CORRESPONDING TO THE HOSPITAL DIVISIONS OF ADMINISTRATION, PROFESSIONAL CARE, AND PLANT OPERATION AND MAINTENANCE, A TOTAL OF 29 INDIVIDUAL DEPARTMENTS ARE ARRANGED IN ALPHABETICAL ORDER. THE DESCRIPTION OF EACH DEPARTMENT DEFINES THE FUNCTION AND PURPOSES OF THAT DEPARTMENT, LINES OF AUTHORITY, RELATIONSHIP WITH OTHER GROUPS, ORGANIZATIONAL CHART, AND OTHER INFORMATION. FOLLOWING EACH DESCRIPTION ARE DISCUSSIONS OF THE JOBS IN THAT DEPARTMENT, OUTLINING (1) JOB DUTIES, (2) MACHINES, TOOLS, EQUIPMENT, AND WORK AIDS NEEDED TO PERFORM THE JOB, (3) EDUCATION, TRAINING, AND EXPERIENCE, (4) WORKER TRAITS, (5) JOB RELATIONSHIPS, AND (6) PROFESSIONAL AFFILIATION. (SB)
ERIC: ED056209 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L34.8 H79/971, $4.25)

2497 JOB DESIGN IN AN INSURANCE FIRM 1977
TAYLOR, J.C.
JOURNAL OF CONTEMPORARY BUSINESS, VOL.6, NO.2, SPRING 1977, P. 37-48, BIBLIOG. 12
DESIGN, HUMAN RESOURCE DEVELOPMENT, INSURANCE INDUSTRY, JOB PERFORMANCE, JOB SATISFACTION, MANAGEMENT, PRODUCTIVITY, WORKING CONDITIONS
DESCRIBES A SOCIOTECHNICAL SYSTEMS DESIGN PROJECT IN WHICH INSIDERS IN A WHITE-COLLAR SETTING ACTIVELY PARTICIPATED AS A DEMONSTRATION TO TEST APPLICABILITY FOR A LARGE-SCALE UTILIZATION AND DIFFUSION PROGRAM.
MGMT: JC077N0037

2498 JOB DEVELOPMENT WHAT IT IS AND HOW TO DO IT. A REPORT OF THE NATIONAL DISSEMINATION PROJECT FOR POST-SECONDARY EDUCATION. JUN 74
RATCLIFF, JAMES L.
WASHINGTON STATE BOARD FOR COMMUNITY COLL. EDUCATION, SEATTLE. RESEARCH AND PLANNING OFFICE.
NOTES: 26P.
CAREER EDUCATION, COMMUNITY COLLEGES, CURRICULUM DEVELOPMENT, DISADVANTAGED YOUTH, INFORMATION DISSEMINATION, JOB DEVELOPMENT, MINORITY GROUPS, OCCUPATIONAL GUIDANCE, POST SECONDARY EDUCATION, PROGRAM DEVELOPMENT, SKILL DEVELOPMENT, TECHNICAL REPORTS, NATIONAL DISSEMINATION PROJECT
PREPARED AS PART OF THE NATIONAL DISSEMINATION PROJECT TO SUGGEST WAYS IN WHICH COMMUNITY COLLEGES MIGHT BETTER SERVE THE NEEDS OF MINORITY AND DISADVANTAGED STUDENTS, THIS PAPER FOCUSES ON THE JOB DEVELOPMENT CONCEPT. CAREER EDUCATION DEALS WITH ALL THREE DOMAINS OF LEARNING--COGNITIVE, AFFECTIVE, AND PSYCHOMOTOR: JOB DEVELOPMENT DEALS WITH THE INDIVIDUAL APPLICATION OF THESE COGNITIVE, AFFECTIVE AND PSYCHOMOTOR SKILLS TO A SPECIFIC OCCUPATION. THE JOB DEVELOPMENT CONCEPT IMPLIES OCCUPATIONAL MOBILITY, AND IT ENTAILS CAREER EDUCATION AS A PROCESS IN WHICH JOB DEVELOPMENT IS AN INTERMEDIARY STAGE. JOB DEVELOPMENT ALSO CALLS FOR THE COORDINATED EFFORTS OF SCHOOL GUIDANCE AND SCHOOL INSTRUCTIONAL PERSONNEL. OCCUPATIONAL INFORMATION SHOULD BE INCLUDED IN THE REGULAR CURRICULA. AN OPEN-ENDED CURRICULUM ALLOWS FOR NOVEL COMBINATIONS OF COURSES, LEADING TO OCCUPATIONAL TRAINING NOT OTHERWISE POSSIBLE. PROGRAM DEVELOPMENT BEGINS WITH THE IDENTIFICATION OF THE SPECIFIC PROBLEM, FOLLOWED BY THE DESIGN OF A SUITABLE PROGRAM. IMPLEMENTATION OF A WELL-DESIGNED PROGRAM INCLUDES ONGOING MEASUREMENT OF THE PROGRAMS PROGRESS AND AN OVERALL APPRAISAL OF THE TOTAL PROCESS OF THE PROGRAM. THE DIFFICULTY OF PLANNING, DESIGNING, AND IMPLEMENTING A JOB DEVELOPMENT PROGRAM VARIES WITH THE DEGREE OF THE COLLEGES COMMITMENT TO THE CONCEPT. (DB)
ERIC: ED092186

2499 JOB DEVELOPMENT AND TRAINING - HRD 368 HIGHER EDUCATION COURSE MONOGRAPH NO. 1. JUN 75
GUERRIERO, JANICE M.
OAKLAND UNIV., ROCHESTER, MICH. SCHOOL OF EDUCATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-31-26-74-05
NOTES: 65P.; FOR RELATED DOCUMENTS, SEE CG 010 560-566
COURSE DESCRIPTIONS, CURRICULUM DEVELOPMENT, EDUCATIONAL PROGRAMS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, HIGHER EDUCATION, HUMAN SERVICES, JOB DEVELOPMENT, JOB PLACEMENT, MANPOWER DEVELOPMENT, PROGRAM DEVELOPMENT, TRAINING, MANPOWER DEVELOPMENT HIGHER EDUCATION SYSTEM
THIS MONOGRAPH DESCRIBES A TRAINING COURSE FOR HUMAN SERVICES PERSONNEL WHICH COVERS A MAJOR FUNCTION OF COMPREHENSIVE MANPOWER DEVELOPMENT PROGRAMS. THE COURSE PROVIDES EXPERIENCE WITH THE SKILLS, KNOWLEDGE AND ATTITUDES NECESSARY FOR CONTACT WORK WITH EMPLOYERS AND EDUCATORS. JOB DEVELOPMENT IS A PROCESS WHICH INCLUDES THE CREATION, SELLING AND MAINTENANCE OF JOB OPPORTUNITIES WITH EMPLOYERS FOR THE BENEFIT OF PLACING CLIENTS (ESPECIALLY THE HARD-TO-EMPLOY) FROM THE JOB DEVELOPERS AGENCY. TRAINING INVOLVES THE DESIGN AND DELIVERY OF EDUCATIONAL PROGRAMS TO PREPARE AND ADVANCE CANDIDATES IN EMPLOYMENT SETTINGS. (AUTHOR)
ERIC: ED123526 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161

2500 JOB DEVELOPMENT FOR THE MENTALLY RESTORED PSYCHIATRIC PATIENT. 69 MAR
SEARLS, DONALD J.;AND OTHERS
J EMPLOYMENT COUNSELING;6;1;22-26
EMPLOYER ATTITUDES, EMPLOYMENT OPPORTUNITIES, JOB DEVELOPMENT, JOB PLACEMENT, MENTALLY HANDICAPPED, TEAMWORK, VOCATIONAL COUNSELING, VOCATIONAL REHABILITATION
ERIC: EJ002352

2501 JOB DEVELOPMENT IN A VETERANS ADMINISTRATION HOSPITAL SEP 70
CHENEY, TRUMAN M.;KISH, GEORGE B.
VOCAT GUIDANCE QUART;19;1;61-65
COUNSELING PROGRAMS, HOSPITALS, JOB DEVELOPMENT, JOB PLACEMENT, JOB TRAINING, PROGRAM DESCRIPTIONS, VOCATIONAL COUNSELING
SPECIFIC PROCEDURES AND RECOMMENDATIONS ARE PRESENTED TO FACILITATE THE PROGRESS OF PATIENTS WITHIN THE HOSPITAL AND THEN OUT INTO THE COMMUNITY. (AUTHOR)
ERIC: EJ024231

2502 THE JOB DIAGNOSTIC SURVEY AN INSTRUMENT FOR THE DIAGNOSIS OF JOBS AND THE EVALUATION OF JOB REDESIGN PROJECTS. MAY 74
HACKMAN, J. RICHARD;OLDHAM, GREG R.
YALE UNIV., NEW HAVEN, CONN. DEPT. OF ADMINISTRATIVE SCIENCES. MANPOWER ADMINISTRATION

(CONT.)
2502 (DOL), WASHINGTON, D.C.: OFFICE OF NAVAL RESEARCH, WASHINGTON, D.C. ORGANIZATIONAL EFFECTIVENESS RESEARCH PROGRAM.
NOTES: 87P.
AFFECTIVE BEHAVIOR, EVALUATION METHODS, JOB ANALYSIS, JOB DEVELOPMENT, JOB SATISFACTION, MEASUREMENT INSTRUMENTS, MOTIVATION TECHNIQUES, OCCUPATIONAL SURVEYS, REACTIVE BEHAVIOR, TABLES (DATA), VOCATIONAL ADJUSTMENT, WORK ATTITUDES, WORK ENVIRONMENT, WORK SIMPLIFICATION, JOB DIAGNOSTIC SURVEY, JOB ENRICHMENT
THE REPORT DESCRIBES THE JOB DIAGNOSTIC SURVEY (JDS), AN INSTRUMENT DESIGNED TO MEASURE THE FOLLOWING CLASSES OF VARIABLES (1) OBJECTIVE JOB CHARACTERISTICS, PARTICULARLY THE DEGREE TO WHICH JOBS ARE DESIGNED SO THAT THEY ENHANCE WORK MOTIVATION AND JOB SATISFACTION: (2) PERSONNEL AFFECTIVE REACTIONS OF INDIVIDUALS TO THEIR JOBS AND WORK SETTING: (3) THE READINESS OF INDIVIDUALS TO RESPOND POSITIVELY TO ENRICHED JOBS--JOBS WITH HIGH POTENTIAL FOR GENERATING INTERNAL WORK MOTIVATION. BASED ON A SPECIFIC THEORY OF HOW JOBS AFFECT EMPLOYEE MOTIVATION, THE JDS IS INTENDED TO (1) DIAGNOSE EXISTING JOBS TO DETERMINE IF (AND HOW) REDESIGNING COULD IMPROVE EMPLOYEE PRODUCTIVITY AND SATISFACTION: AND (2) EVALUATE THE EFFECT OF JOB CHANGES ON EMPLOYEES--WHETHER THE CHANGES DERIVE FROM DELIBERATE JOB ENRICHMENT PROJECTS OR FROM NATURALLY OCCURRING MODIFICATIONS OF TECHNOLOGY OR WORK SYSTEMS. THE JDS HAS GONE THROUGH THREE CYCLES OF REVISION AND PRE-TESTING. RELIABILITY AND VALIDITY DATA ARE SUMMARIZED FOR 658 EMPLOYEES IN 62 DIFFERENT JOBS IN SEVEN ORGANIZATIONS WHO HAVE RESPONDED TO THE REVISED INSTRUMENT. TWO SUPPLEMENTARY INSTRUMENTS ARE ALSO DESCRIBED (1) A RATING FORM FOR ASSESSING TARGET JOBS: AND (2) A SHORT FORM OF THE JDS. ALL INSTRUMENTS AND SCORING KEYS ARE APPENDED. (AUTHOR/MW)
ERIC: ED099580

2503 JOB ENLARGEMENT A MULTIDIMENSIONAL PROCESS SEP 75
DONALDSON, LEX
HUMAN RELATIONS:28:7:593-610
COMPARATIVE ANALYSIS, FEMALES, JOB SATISFACTION, ORGANIZATIONAL CLIMATE, JOB ENLARGEMENT
AN EVALUATION STUDY INTO THE EFFECTS OF A JOB ENLARGEMENT EXERCISE INDICATES THAT THE EXPECTED INCREASES IN SATISFACTION ASSOCIATED WITH GREATER WORK VARIETY, NOVELTY, AND FELT USE OF ABILITIES WERE ACHIEVED. (AUTHOR/MLF)
ERIC: EJ129386

2504 JOB FACTORS, ATTITUDES AND PREFERENCES AFFECTING THE RELATIVE ADVANCEMENT AND TURNOVER OF MEN AND WOMEN IN FEDERAL CAREERS. 3 SEP 70
MASLOW, ALBERT P.
AMERICAN PSYCHOLOGICAL ASSOCIATION, WASHINGTON, D.C.: CIVIL SERVICE COMMISSION, WASHINGTON, D.C.
NOTES: 11P.: PAPER PRESENTED AT THE AMERICAN PSYCHOLOGICAL ASSOCIATION CONVENTION, MIAMI BEACH, FLORIDA, SEPTEMBER 3-8, 1970
ATTITUDES, CAREER CHANGE, EMPLOYEE ATTITUDES, EMPLOYMENT, EMPLOYMENT PATTERNS, EMPLOYMENT TRENDS, FEMALES, JOB SATISFACTION, JOB SKILLS, MALES, PROMOTION (OCCUPATIONAL), SEX DIFFERENCES
THIS REPORT DISCUSSES THE JOB FACTORS, ATTITUDES AND PREFERENCES AFFECTING THE RELATIVE ADVANCEMENT AND TURNOVER OF MEN AND WOMEN IN FEDERAL CAREERS. THE STUDY OF ADVANCEMENT UTILIZED THE RESPONSES OF 11,000 MEN AND 15,000 WOMEN. FINDINGS INCLUDED THAT WOMEN WERE MORE HIGHLY EDUCATED, PARTICIPATED AS MUCH OR MORE, WERE OLDER AND HAD MORE SERVICE THAN MEN WITHIN THE SAME GRADE. WOMEN AND MEN PREFERRED MEN SUPERVISORS. WOMEN DID NOT HAVE AS HIGH ASPIRATIONS AS MEN. CLOSE TO 10,000 QUESTIONNAIRES WERE RECEIVED FOR THE TURNOVER STUDY. THE OVERALL TURNOVER RATE FOR WOMEN WAS CONSISTENTLY HIGHER THAN FOR MEN. OCCUPATION AND AGE HAD A SIGNIFICANT IMPACT ON TURNOVER. HOWEVER, SEX DIFFERENCES ARE GREATLY REDUCED WHEN TURNOVER RATES ARE STUDIED WITHIN SEGMENTS OF THE TOTAL GROUP. ANOTHER PHASE OF THE STUDY CONCERNED WORK ATTITUDES AND EXPECTATIONS. BOTH MEN AND WOMEN AGREED ON THE IDEAL JOB ASPECTS AND ON JOB SATISFACTION. (SJ)
ERIC: ED043045

2505 THE JOB FINDER, IT PAYS TO ADVERTISE. 75
FEINGOLD, S. NORMAN:HOFFMAN, RAE E.
NOTES: 40P.
CAREER AWARENESS, CAREER EXPLORATION, EMPLOYMENT OPPORTUNITIES, JOB APPLICANTS, JOB APPLICATION, JOB MARKET, JOB PLACEMENT, OCCUPATIONAL INFORMATION, PUBLICIZE, RESOURCE GUIDES
THIS GUIDE SUGGESTS POSITIVE STEPS FOR USING TRADE MAGAZINES AND NEWSPAPER ADVERTISEMENTS FOR SELECTIVE JOB PLACEMENT AND SERVES AS A SOURCE OF OCCUPATIONAL INFORMATION FOR USE BY STUDENTS, ADULTS, AND COUNSELORS. BECAUSE MORE EMPLOYERS ARE PLACING HELP WANTED ADS IN MAGAZINES, THE GUIDE CONTAINS A CROSS SECTION OF OVER 500 TRADE AND PROFESSIONAL JOURNALS WHICH ACCEPT SITUATION AND/OR HELP WANTED ADVERTISEMENTS. THE LIST IS KEYED TO CAREER AREAS. THE GUIDE ALSO PROVIDES SUGGESTIONS FOR ANSWERING HELP WANTED ADS, PREPARING RESUMES AND JOB LETTERS, COMPLETING APPLICATION BLANKS, AND WRITING SITUATION WANTED ADS. A SELECTED BIBLIOGRAPHY IS INCLUDED. (TA)
ERIC: ED127475 BELLMAN PUBLISHING CO., MAIL ORDER DEPT. 1, P. O. BOX 164, ARLINGTON, MASS. 02174 ($3.70)

2506 THE JOB FINDERS JUN 71
OPPORTUNITY:1:4:34-37
ANCILLARY SERVICES, COMMUNITY RELATIONS, DEPRESSED AREAS (GEOGRAPHIC), EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, JOB DEVELOPMENT, JOB TRAINING,

(CONT.)
2506 PROGRAM DESCRIPTIONS, WORK ATTITUDES
DEALS WITH AN OFFICE OF ECONOMIC OPPORTUNITY-FUNDED NEIGHBORHOOD EMPLOYMENT CENTER WITH AN AFFILIATED JOB TRAINING CENTER IN MASSACHUSETTS. (DH)
ERIC: EJ040821

2507 JOB HORIZONS FOR WOMEN AND GIRLS IN THE DISTRICT OF COLUMBIA. 69
WOMENS BUREAU (DOL), WASHINGTON, D.C.
NOTES: 62P.; REPORT OF THE CONFERENCE (WASHINGTON, D.C., DECEMBER 6-7, 1968)
CONFERENCE REPORTS, COUNSELING, CULTURALLY DISADVANTAGED, DAY CARE SERVICES, FEMALES, MANPOWER UTILIZATION, RESOURCE GUIDES, TRAINING, TRANSPORTATION, VOCATIONAL COUNSELING, WORKSHOPS
THE CONFERENCE ON JOB HORIZONS WAS DESIGNED TO PROVIDE INTERESTED PERSONS IN THE WASHINGTON, D.C. AREA WITH INFORMATION ABOUT EMPLOYMENT OPPORTUNITIES, PROGRAMS, AND GUIDANCE AND COUNSELING SERVICES FOR DISADVANTAGED WOMEN AND GIRLS. IT ALSO PROVIDED AN OPPORTUNITY TO DISCUSS WAYS OF IMPROVING AND DEVISING NEW PROGRAMS AND MORE EFFECTIVE UTILIZATION OF EXISTING RESOURCES. THE CONFERENCE REPORT INCLUDES THE INTRODUCTORY REMARKS AND A KEYNOTE ADDRESS AND PRESENTS THE FINDINGS OF THE VARIOUS WORKSHOPS, WHICH STRESSED THE NEED FOR MORE COUNSELING IN THE SCHOOLS AND AT COMMUNITY CENTERS, FOR CHILD CARE CENTERS, AND FOR BETTER PUBLIC TRANSPORTATION. A HOW-TO-DO-IT GUIDE IS APPENDED FOR PERSONS WHO ARE INTERESTED IN SETTING UP SUCH A CONFERENCE. (BC)
ERIC: ED054295 WOMENS BUREAU, WAGE AND LABOR STANDARDS ADMINISTRATION, WASHINGTON, D.C. 20210

2508 JOB IMPROVEMENT SERVICE DEMONSTRATION PROJECT 30 JUN 72
LEEMAN, CALVIN P.;LIFTIK, JOSEPH;HURWITZ, SUSAN;ALMQUIST, CANDACE R.
BETH ISRAEL HOSPITAL, BOSTON, MASS. PSYCHIATRIC SERVICE.
CONTRACT NO. OL-82-23-70-02
NOTES: FINAL REPT. 1 AUG 69-30 JUN 72 210P
INDUSTRY, VOCATIONAL GUIDANCE, BOSTON(MASSACHUSETTS), JOB IMPROVEMENT SERVICE, DEMONSTRATION PROJECTS, OMPER
A BOSTON, MASSACHUSETTS, PROJECT WAS DESIGNED TO DEVISE AND IMPLEMENT PROGRAMS OF JOB-ADJUSTMENT COUNSELING AND CONSULTATION, TO BE CONDUCTED AT THE WORK SETTING, IN ORDER TO ASSIST TROUBLED LOWER-INCOME WORKERS TO IMPROVE THEIR JOB PERFORMANCE AND RETAIN THEIR JOBS. THE INTENT WAS TO DEVELOP KNOWLEDGE CONCERNING THE NATURE AND FREQUENCY OF JOB-ADJUSTMENT PROBLEMS OF LOWER-INCOME WORKERS, TO PROVIDE SERVICE IN PREVENTING AND AMELIORATING THESE PROBLEMS, AND TO DOCUMENT THE EFFECTIVENESS OF TECHNIQUES DEVELOPED. INDIVIDUAL COUNSELING WAS PROVIDED TO 373 EMPLOYEES, AND CONSULTATION WAS PROVIDED TO REPRESENTATIVES OF MANAGEMENT AND LABOR. COUNSELING CASES WERE ANALYZED IN TERMS OF THE SEVERAL VARIABLES INVOLVED. (AUTHOR MODIFIED ABSTRACT)
NTIS: PB-220 193/8 NTIS PRICES PC$3.00/MF$0.95

2509 JOB IMPROVEMENT SERVICE DEMONSTRATION PROJECT, PILOT PHASE. FINAL REPORT. 31 JUL 69
LYNCH, EDWARD J., JR., AND OTHERS
JOB IMPROVEMENT SERVICE, BOSTON, MASS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 148P.
VOCATIONAL COUNSELING, ECONOMICALLY DISADVANTAGED, INPLANT PROGRAMS, MANPOWER UTILIZATION, DEMONSTRATION PROGRAMS, EMPLOYEES, IMPROVEMENT PROGRAMS, ADJUSTMENT PROBLEMS, WORK SIMPLIFICATION, WORK ATTITUDES, BEHAVIOR CHANGE, VOCATIONAL ADJUSTMENT, JOB IMPROVEMENT SERVICE, JIS
THIS DEMONSTRATION PROJECT WAS UNDERTAKEN TO EXPLORE THE POTENTIAL AND EFFECTIVENESS OF INDIVIDUALIZED JOB ADJUSTMENT COUNSELING SERVICES, PROVIDED ON EMPLOYERS PREMISES, AS A MEANS OF MODIFYING EXISTING BEHAVIOR PATTERNS ENDANGERING THE JOBS OF LOW INCOME WORKERS. THE NATURE AND FREQUENCY OF ADJUSTMENT PROBLEMS OF LOW INCOME WORKERS WERE EXAMINED IN A PILOT PROJECT INVOLVING THREE EMPLOYERS. REFERRALS CAME FROM THREE SOURCES (1) MANAGEMENT, (2) UNIONS, AND (3) SELF-REFERRALS. ASSESSMENT OF JOBS, WORK ENVIRONMENT, ATTITUDES, ANXIETIES, AND BEHAVIOR WAS USED TO IDENTIFY AND DIAGNOSE JOB ADJUSTMENT PROBLEMS. EMPLOYEES PARTICIPATED IN THE PROJECT DURING REGULAR WORKING HOURS WITHOUT LOSS OF PAY. THE PROJECT EMPHASIZED EARLY IDENTIFICATION OF ADJUSTMENT PROBLEMS AND PREVENTION OF LOSS OF EMPLOYMENT THROUGH INDIVIDUALIZED PROGRAMS. (AUTHOR/BH)
AIM/ARM: VT015375

2510 THE JOB IMPROVEMENT SERVICE. A DEMONSTRATION PROJECT IN OCCUPATIONAL MENTAL HEALTH AND AN INVESTMENT IN PRODUCTIVITY. 73
LEEMAN, CAVIN P.
BETH ISRAEL HOSPITAL, BOSTON, MASS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 13P.
COUNSELING, COUNSELING PROGRAMS, DEMONSTRATION PROJECTS, MANPOWER UTILIZATION, MENTAL HEALTH PROGRAMS, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING
THIS PROJECT WAS DESIGNED TO DEMONSTRATE THE FEASIBILITY AND EFFECTIVENESS OF JOB ADJUSTMENT COUNSELING AND CONSULTATION PROVIDED AT THE SITE OF EMPLOYMENT BY AN AUTONOMOUS PROFESSIONAL ORGANIZATION AS A MEANS OF PREVENTING AND AMELIORATING EMPLOYEES JOB ADJUSTMENT PROBLEMS, ESPECIALLY AMONG LOWER INCOME EMPLOYEES. REPRESENTATIVES OF MANAGEMENT AND LABOR AND 373 EMPLOYEES OF SIX BOSTON EMPLOYERS WERE GIVEN FREE COUNSELING. THE COUNSELORS DEALT WITH A WIDE VARIETY OF JOB-ADJUSTMENT PROBLEMS, ONLY SOME OF WHICH WERE DIRECTLY WORK RELATED. THE PROGRAM PROVED ITS USEFULNESS IN PROVIDING A NEEDED SERVICE TO EMPLOYEES AND IN HELPING MANY OF THEM IMPROVE WORK PERFORMANCE AND KEEP THEIR JOBS. ONE EMPLOYER WAS SO IMPRESSED WITH THE SERVICE THAT HE CONTINUED THE

(CONT.)
2510 PROGRAM AT COMPANY EXPENSE. (AUTHOR/DS)
ERIC: ED086904

2511 A JOB INTERVIEW TRAINING PROGRAM. A TRAINERS MANUAL. FINAL REPORT. NOV 71
KEIL, E. C.:BARGEE, J. R.
COLORADO STATE UNIV., FT. COLLINS. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 44P.
BEHAVIOR CHANGE, DISADVANTAGED GROUPS, EMPLOYMENT INTERVIEWS, FEEDBACK, MANUALS, PERFORMANCE CRITERIA, ROLE PLAYING, TRAINING OBJECTIVES, TRAINING TECHNIQUES, VIDEO TAPE RECORDINGS, VOCATIONAL EDUCATION
THE REPORT CONSISTS OF A MANUAL FOR USE IN THE TRAINING OF DISADVANTAGED CLIENTS TO ENGAGE IN MORE EFFECTIVE BEHAVIORS DURING THE EMPLOYMENT INTERVIEW. THE INSTRUCTIONAL SYSTEM MAKES USE OF THE IDENTIFICATION OF SPECIFIC BEHAVIORS, VIDEO-TAPED FEEDBACK, ROLE PLAYING, AND SOCIAL REINFORCEMENT FOR APPROXIMATIONS TO THE DESIRED BEHAVIOR. THE PROGRAM IS RELATIVELY BRIEF AND CONSISTS OF THREE SESSIONS WITH HIGH FACE VALIDITY FOR DISADVANTAGED CLIENTS. ALONG WITH OTHER INFORMATION, THE MANUAL SPECIFIED PROGRAM OBJECTIVES, TECHNIQUES, AND PROCEDURAL DETAILS. (AUTHOR)
ERIC: ED083381 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-221 442, MF $1.45, HC $3.00)

2512 JOB LOSERS, LEAVERS, AND ENTRANTS A CYCLICAL ANALYSIS NOV 74
GILROY, CURTIS L.:MCINTIRE, ROBERT J.
MONTHLY LABOR REVIEW:97:11:35-9
MATHEMATICAL MODELS, ECONOMIC CHANGE, LABOR TURNOVER, EMPLOYMENT TRENDS, MANPOWER UTILIZATION, UNEMPLOYMENT
NEW MODELS TRACE SHIFTS AMONG JOB LOSERS, LEAVERS, AND ENTRANTS DURING ECONOMIC CHANGE. (AUTHOR/AG)
ERIC: EJ105515

2513 JOB LOSERS, LEAVERS, AND ENTRANTS TRAITS AND TRENDS. 73
GILROY, CURTIS L.
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 24P.; REPRINT 2906 FROM MONTHLY LABOR REVIEW, AUGUST 1973
DEMOGRAPHY, EMPLOYMENT LEVEL, EMPLOYMENT PATTERNS, EMPLOYMENT PROBLEMS, ENTRY WORKERS, JOB APPLICANTS, JOB MARKET, JOBS, LABOR MARKET, SEX DIFFERENCES, UNEMPLOYED, UNEMPLOYMENT, YOUTH EMPLOYMENT
IT IS A COMMON MISCONCEPTION THAT THE UNEMPLOYED SEGMENT OF THE POPULATION IS MADE UP SOLELY OF PERSONS WHO HAVE LOST THEIR JOBS. IN FACT, SUCH PERSONS CONSTITUTE LESS THAN HALF THE JOBLESS TOTAL (43 PERCENT IN 1972). JOB LEAVERS, REENTRANTS, AND NEW ENTRANTS ARE ALSO IMPORTANT COMPONENTS OF THE UNEMPLOYED. JOB LOSERS ACCOUNT FOR THE GREATEST PERCENTAGE OF UNEMPLOYED ADULT MEN, BUT REENTRANTS MAKE UP THE LARGEST PORTION OF UNEMPLOYED ADULT WOMEN, WHILE NEW ENTRANTS AND REENTRANTS ACCOUNT FOR THE BULK OF TEENAGE UNEMPLOYMENT. (CONTAINS NUMEROUS TABLES AND GRAPHS.) (AUTHOR/MS)
ERIC: ED084454

2514 JOB LOSS AND OTHER FACTORS BEHIND THE RECENT INCREASE IN UNEMPLOYMENT. REPORT NO. 446. JUN 75
FLAIM, PAUL O.:GILROY, CURTIS L.
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 8P.
AGE DIFFERENCES, BLUE COLLAR OCCUPATIONS, DATA ANALYSIS, EMPLOYMENT STATISTICS, JOB LAYOFF, NATIONAL DEMOGRAPHY, RACIAL COMPOSITION, SEX DIFFERENCES, TABLES (DATA), UNEMPLOYED, UNEMPLOYMENT, UNEMPLOYMENT INSURANCE, WORKING WOMEN, YOUTH EMPLOYMENT, JOB LOSS
BASED ON DATA ASSEMBLED BY THE BUREAU OF LABOR STATISTICS, THE DOCUMENT ANALYZES THE UNEMPLOYMENT INCREASE IN TERMS OF JOB LEAVERS, RE-ENTRANTS AND NEW ENTRANTS INTO THE JOB MARKET, AND JOB LOSERS. THE PERIOD ANALYZED RUNS FROM THE FOURTH QUARTER OF 1973, TO THE FIRST THREE MONTHS OF 1975. DATA BREAKDOWN IS BY SEX, RACE, AND AGE, WITH THE FOCUS PRIMARILY ON THE CATEGORY OF JOB LOSERS. MEN UNDER 56 YEARS OF AGE, WITH 18 PERCENT OF THEM BLACK, HAVE SHOWN THE LARGEST INCREASE IN JOB-LOSS UNEMPLOYMENT. WOMEN ACCOUNT FOR ONE-THIRD OF JOB-LOSS UNEMPLOYMENT, WITH THOSE AGED 45 AND OVER SHOWING A LARGER PERCENTAGE. OCCUPATIONAL BREAKDOWN SHOWS JOB LOSS UNEMPLOYMENT HIGHEST AMONG FACTORY PRODUCTION WORKERS WITH THE RELATIVE INCREASE HIGHER FOR WOMEN THAN MEN. THE INCREASE IN JOB-LOSS UNEMPLOYMENT HAS BEEN MATCHED BY THE INCREASE IN UNEMPLOYMENT INSURANCE BENEFITS DRAWN BY WORKERS UNDER STATE PROGRAMS. UNEMPLOYMENT RATES FOR UNEMPLOYED RE-ENTRANTS, CONSISTING MAINLY OF WOMEN AND BLACKS, ROSE 46 PERCENT; NEW ENTRANTS, LARGELY YOUTHS 16 TO 19 YEARS OF AGE AND ONE-FOURTH OF THEM BLACK, ROSE 37 PERCENT; AND JOB LEAVERS SHOWED LITTLE INCREASE. FOUR TABLES AND SIX GRAPHS SUPPLEMENT THE DOCUMENT. (LH)
ERIC: ED112122

2515 THE JOB MAN CARAVAN -- A HELPING HAND FOR THE BLACK COMMUNITY MAY 71
SLOAN, HELEN Y.
EDUCATIONAL TELEVISION:3:5:22-24,38,34
EDUCATIONAL TELEVISION, EMPLOYMENT SERVICES, JOB PLACEMENT, NEGRO YOUTH, PROGRAM DESCRIPTIONS, SOUTH CAROLINA
DESCRIBES AN INFORMATIONAL PROGRAM IN SOUTH CAROLINA DESIGNED TO REACH UNDEREMPLOYED AND

(CONT.)
2515 UNEMPLOYED BLACK YOUTH, 16 TO 22 YEARS OF AGE. (AUTHOR/AK)
ERIC: EJ042277

2516 THE JOB MARKET STARTS A 9-SCHOOL STAMPEDE 1975
BUSINESS WEEK, NO.2383, JUNE 2, 1975, P. 50-51.
COMPETITION, EDUCATION, EMPLOYMENT POLICY, HUMAN RESOURCE DEVELOPMENT, JOB ANALYSIS, JOB DEVELOPMENT, JOB SECURITY, LABOR MARKET, MANAGEMENT TRAINING, MBA, MINORITIES, WOMEN IN BUSINESS
BUSINESS SCHOOLS FLOURISHING FROM INFLUX OF STUDENTS WISHING MBA DEGREE TO ASSURE COMPETITIVE POSITION IN JOB MARKET. JOBS ARE MORE EASILY FOUND TODAY BY DEGREE HOLDER MBA.
MGMT: BWE75F0258

2517 THE JOB MARKET, 1975-85 DEC 74
BUCHEN, IRVING H.
INTELLECT;103;2361;183
JOB MARKET, EMPLOYMENT OPPORTUNITIES, OCCUPATIONAL SURVEYS, EDUCATIONAL PLANNING, CAREER PLANNING
ARTICLE PRESENTED THOSE JOBS WITH THE FASTEST GROWTH RATE AND DISCUSSED THE APPLICANTS NECESSARY TO FILL THOSE JOBS IN THE NEXT TEN YEARS IN THE UNITED STATES. (RK)
ERIC: EJ110186

2518 JOB MOBILITY AND LABOR DEMAND 1976
SLIFMAN, L.
INDUSTRIAL RELATIONS, VOL. 15, NO. 2, MAY 1976, P. 147-157.
INDUSTRIAL RELATIONS, JOB ADVANCEMENT, LABOR MARKET, REGRESSION ANALYSIS, STATISTICAL MODEL, SUPPLY AND DEMAND, UNEMPLOYMENT
EMPIRICAL STUDY EXAMINES UPWARD MOBILITY OF LOW INCOME WORKERS, FINDING THAT MOBILITY IS STIMULATED BY LABOR MARKET DEMAND. SUGGESTS THAT MUCH OF THE APPARENT INFLEXIBILITY AND STRUCTURAL UNEMPLOYMENT IN THE LABOR MARKET IS REALLY DUE TO INSUFFICIENT DEMAND.
MGMT: IDR76E0147

2519 JOB NEEDS SURVEY MODEL FOR USE BY LOCAL EDUCATION AGENCIES. 30 JUN 73
INGLEWOOD UNIFIED SCHOOL DISTRICT, CALIF. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.; CALIFORNIA STATE DEPT. OF EDUCATION, SACRAMENTO. RESEARCH COORDINATING UNIT.
CONTRACT NO. 13
WORK STUDY PROGRAMS, OCCUPATIONAL INFORMATION, OCCUPATIONAL GUIDANCE, JOB PLACEMENT, VOCATIONAL EDUCATION, VOCATIONAL DEVELOPMENT, SECONDARY EDUCATION, OCCUPATIONAL CLUSTERS, INGLEWOOD UNIFIED SCHOOL DISTRICT, CALIFORNIA
TO MEET THE NEEDS OF INTERESTED SCHOOLS IN THE INGLEWOOD UNIFIED SCHOOL DISTRICT, FOR VOCATIONAL GUIDANCE, OCCUPATIONAL PREPARATION, AND CAREER PLANNING, INFORMATION WAS SOUGHT CONCERNING EMPLOYMENT IN THE AREA TO BE CLASSIFIED BY JOB CLUSTERS. THREE PROCEDURES WERE USED TO SECURE AND USE THE DATA (1) A SURVEY TEAM CONDUCTED 93 ON-SITE INTERVIEWS WITH EMPLOYERS AND CLASSIFIED THEIR FINDINGS OF JOB OPPORTUNITIES BY OCCUPATIONAL CLUSTERS, (2) THE TEAM IDENTIFIED 21 OBSERVATION STATIONS AND 15 PAID WORK STATIONS AVAILABLE TO STUDENTS, AND (3) DURING THE SCHOOL YEAR STUDENTS WERE PLACED AT THE OBSERVATION PLACES AND JOB STATIONS ACQUIRED BY THE SURVEY. EFFORTS HAVE LEAD TO THE FOLLOWING RESULTS (1) A NUMBER OF STUDENT PLACEMENTS IN PART-TIME AND FULL-TIME JOBS, (2) LEARNING OBSERVATION OPPORTUNITIES FOR THE ALTERNATIVE SCHOOL PROGRAM, (3) NEARLY 200 APPLICATIONS BY STUDENTS FOR JOBS IN THE AREA, (4) JOB INFORMATION SHEETS POSTED ON THE SCHOOL BULLETIN BOARDS, AND (5) PARTICIPATION IN AN EXTENSIVE JOB SKILLS PROGRAM BY THE STUDENTS. (AUTHOR/MU)
AIM/ARM: VT100788

2520 THE JOB OPPORTUNITIES IN THE BUSINESS SECTOR PROGRAM AN EVALUATION OF IMPACT IN TEN STANDARD METROPOLITAN STATISTICAL AREAS. JUN 70
GREENLEIGH ASSOCIATES, INC., NEW YORK, N.Y. OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH (DOL), WASHINGTON, D.C.
NOTES: 153P.
COMMUNITY COOPERATION, DISADVANTAGED GROUPS, EMPLOYER ATTITUDES, EMPLOYMENT PROGRAMS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PARTICIPANT CHARACTERISTICS, PROGRAM EVALUATION, UNDEREMPLOYED, UNEMPLOYED, VOCATIONAL EDUCATION, JOB OPPORTUNITIES IN THE BUSINESS SECTOR
AN EVALUATION OF THE JOB OPPORTUNITIES IN THE BUSINESS SECTORS (JOBS) PROGRAM REVEALED THAT JOBS SHOULD BE CONTINUED AS A FEDERALLY ASSISTED MANPOWER PROGRAM SINCE IT HAS DEMONSTRATED A VIABLE ROLE FOR BUSINESS IN MANPOWER TRAINING. AS A RESULT OF JOBS DISADVANTAGED, UNEMPLOYED, AND UNDEREMPLOYED PERSONS HAVE BEEN ELEVATED ABOVE POVERTY INCOME LEVELS, FAMILIES OF TRAINEES INVOLVED IN THE PROGRAM HAVE BENEFITED, AND OTHER PUBLIC MANPOWER PROGRAMS HAVE INCREASED THEIR ROLE AND HAVE BEGUN TO PROVIDE ADDITIONAL SERVICES TO MEET THE NEEDS OF THE DISADVANTAGED UNEMPLOYED AND UNDEREMPLOYED. ON THE OTHER HAND, THE JOBS PROGRAM HAS DEVELOPED LITTLE LOCAL SUPPORT EXCEPT AMONG THOSE MEMBERS OF THE BUSINESS COMMUNITY WHO ARE DIRECTLY INVOLVED. THE SUCCESSFUL CONTINUATION AND EXPANSION OF JOBS WILL REQUIRE A BROADER BASE OF LOCAL SUPPORT. MAJOR SECTIONS OF THIS REPORT INCLUDE (1) BACKGROUND OF THE JOBS PROGRAM, (2) IMPACT ON THE JOB MARKET, (3) RELATIONS WITH MANPOWER AGENCIES AND OTHER COMMUNITY ORGANIZATIONS, (4) JOBS EMPLOYERS AND THEIR ASSESSMENT OF PROGRAM IMPACT, AND (5) TRAINEE CHARACTERISTICS AND REACTIONS. (AUTHOR/JS)
ERIC: ED052337 GREENLEIGH ASSOCIATES, INC., 355 LEXINGTON AVENUE, NEW YORK, NEW YORK

(CONT.)
2520 10017 ($5.00)

2521 JOB OPPORTUNITIES OF BLACK AND WHITE WORKING-CLASS WOMEN APR 75
BAKER, SALLY HILLSMAN;LEVENSON, BERNARD
SOCIAL PROBLEMS;22;4;510-532
EMPLOYMENT OPPORTUNITIES, WORKING WOMEN, SOCIAL DISCRIMINATION, RACIAL DISCRIMINATION, COMPARATIVE ANALYSIS, FEMALES, NEGROES, CAUCASIANS, LABORERS, PUERTO RICANS
DATA DEMONSTRATE THAT FROM THE START MINORITY WOMEN DO NOT SHARE THE OCCUPATIONAL SUCCESS OF THEIR WHITE COUNTERPARTS. THE FINDINGS CONCERNING EQUALITY OF OPPORTUNITY AMONG THESE WORKING CLASS WOMEN ARE NOT OPTIMISTIC. (AUTHOR/AM)
ERIC; EJ125238

2522 JOB OUTLOOK IS BETTER FOR 1977 GRADUATES DEC 76
CHEMICAL AND ENGINEERING NEWS;54;52;8
COLLEGE GRADUATES, EMPLOYMENT PROJECTIONS, JOB MARKET, MANPOWER NEEDS, SCIENCES, SURVEYS, BUSINESS, EMPLOYMENT, EMPLOYMENT TRENDS, INDUSTRY, SCIENCE EDUCATION
A YEARLY SURVEY OF TRENDS IN EMPLOYMENT OF GRADUATES BY BUSINESS AND INDUSTRY SHOWS THAT, IN GENERAL, BOTH STARTING SALARIES AND EMPLOYMENT WILL INCREASE IN 1977. GREATEST DEMAND WILL BE IN ENGINEERING, ACCOUNTING, BUSINESS ADMINISTRATION, AND SALES. (MLM)
ERIC; EJ152052

2523 JOB PERSONALIZATION AND THE VOCATIONAL EXPLORATION GROUP MAR 73
DAANE, CALVIN J.
JOURNAL OF EMPLOYMENT COUNSELING;10;1;3-10
CAREER PLANNING, GROUP GUIDANCE, JOB PLACEMENT, JOB SATISFACTION, NEED GRATIFICATION, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT
A NEW WAY TO EXPLORE THE WORLD OF WORK HAS EVOLVED; THE METHOD USES SMALL GROUPS AND A FORMAL INTERACTION WITH A SEQUENCED PROGRAM FOR JOB SEARCH AND PLANNING. IN A RECENT STUDY, THE GROUP MEMBERS WERE FOUND TO HAVE GAINED TWICE THE NUMBER OF JOBS, GAINED IN POSITIVE EMPLOYABILITY PERCEPTIONS, AND SHOWED REDUCED SOCIAL ALIENATION. (AUTHOR)
ERIC; EJ072621

2524 JOB PLACEMENT ORGANIZE AND ADVERTISE APR 73
HIPP, EUGENE W.
PERSONNEL AND GUIDANCE JOURNAL;51;8;561-562
COUNSELING SERVICES, GUIDANCE SERVICES, PART TIME JOBS, STUDENT EMPLOYMENT, YOUTH EMPLOYMENT, YOUTH OPPORTUNITIES
A BRIEF DESCRIPTION OF A PART-TIME JOB PLACEMENT SERVICE ORGANIZED IN ONE SCHOOL SYSTEM FOR STUDENTS IS GIVEN IN THIS ARTICLE. (JC)
ERIC; EJ074197

2525 JOB PLACEMENT CENTER. FINAL REPORT. 10 FEB 77
CAVA, KAREN
ALLEGHENY INTERMEDIATE UNIT, PITTSBURGH, PA. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C.; PENNSYLVANIA RESEARCH COORDINATING UNIT FOR VOCATIONAL EDUCATION, HARRISBURG.
NOTES; 92P.
DISADVANTAGED YOUTH, GUIDANCE CENTERS, GUIDANCE SERVICES, HIGH SCHOOL GRADUATES, INTERAGENCY COOPERATION, JOB PLACEMENT, OCCUPATIONAL GUIDANCE, POST SECONDARY EDUCATION, PRIVATE SCHOOLS, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, PUBLIC SCHOOLS, QUESTIONNAIRES, SCHOOL DISTRICTS, SECONDARY EDUCATION, VOCATIONAL COUNSELING, WORKSHOPS, PENNSYLVANIA, PENNSYLVANIA (ALLEGHENY COUNTY)
THE JOB PLACEMENT CENTER PROJECT IMPLEMENTS THOSE JOB PLACEMENT SERVICES OUTLINED IN THE SCHOOL-BASED JOB PLACEMENT MODEL (ED 077 959), DEVELOPED IN 1972 BY THE PENNSYLVANIA RESEARCH COORDINATING UNIT FOR VOCATIONAL EDUCATION. THE PROJECTS PURPOSE WAS TO ASSIMILATE AND EXTEND THIS MODEL TO MEET THE JOB PLACEMENT NEEDS OF 46 SUBURBAN SCHOOL DISTRICTS IN ALLEGHENY COUNTY (PENNSYLVANIA). THE SEVEN PROJECT OBJECTIVES RELATED TO ESTABLISHING STUDENT WORKSHOPS AND INFORMATION AND EVALUATION CENTERS, AND CONDUCTING STUDENT PLACEMENT AND FOLLOWUP ACTIVITIES. THE INTERMEDIATE UNIT-BASED JOB PLACEMENT CENTER WAS DESIGNED TO ASSIST ALL PUBLIC AND NONPUBLIC SCHOOL STUDENTS IN GRADES 9-12, EXCLUDING STUDENTS IN THE PITTSBURGH CITY SCHOOLS. ITS SERVICES WERE ALSO AVAILABLE TO THOSE HIGH SCHOOL GRADUATES OF THE 46 SCHOOL DISTRICTS, AREA VOCATIONAL-TECHNICAL SCHOOLS, AND NONPUBLIC SCHOOLS WHO HAD BEEN OUT OF SCHOOL LESS THAN NINE MONTHS. TWO MAJOR EVALUATIONS WERE CARRIED OUT IN THE PROJECT (1) EVALUATION OF THE JOB INFORMATION WORKSHOPS COMPLETED BY PARTICIPANTS AT THE CONCLUSION OF EACH WORKSHOP AND (2) OVERALL EVALUATION OF THE JOB PLACEMENT CENTER PROJECT THROUGH QUESTIONNAIRES SENT TO COUNSELORS, PARENTS, AND STUDENTS. ALTHOUGH SURVEY DATA INDICATED THAT SEVERAL COMPONENTS OF THE PROGRAM SHOULD BE IMPROVED, OVERALL IT WAS CONCLUDED THAT THE SERVICES OF THE JOB PLACEMENT CENTER PROGRAM WERE HELPFUL, AND IT RECEIVED FAVORABLE RATINGS IN ITS FIRST YEAR OF OPERATION. THE FIRST FIVE PAGES OF THE DOCUMENT CONTAIN THE PROJECT REPORT. THE REMAINDER OF THE DOCUMENT CONTAINS 10 APPENDIXES OF MATERIALS USED IN THE PROJECT, INCLUDING LETTERS, BROCHURES, SAMPLE FORMS, EVALUATION QUESTIONNAIRES, AND QUESTIONNAIRE RESULTS. (TA)
ERIC; ED137582

2526 JOB PLACEMENT HANDBOOK. 76
LOS ANGELES UNIFIED SCHOOL DISTRICT, CALIF. DIV. OF CAREER AND CONTINUING EDUCATION. CALIFORNIA STATE DEPT. OF EDUCATION, SACRAMENTO. MANPOWER EDUCATION UNIT.
NOTES: 45P.
ADMINISTRATOR GUIDES, ADVISORY COMMITTEES, COUNSELOR ROLE, GUIDANCE PERSONNEL, GUIDELINES, INSTRUCTOR COORDINATORS, JOB ANALYSIS, JOB DEVELOPMENT, JOB PLACEMENT, PROGRAM COORDINATION, RECORDS (FORMS), SCHOOL COMMUNITY RELATIONSHIP, SECONDARY EDUCATION, STAFF ROLE, STUDENT PLACEMENT, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, CALIFORNIA, CALIFORNIA (LOS ANGELES)
DESIGNED TO SERVE AS A GUIDE FOR JOB PLACEMENT PERSONNEL, THIS HANDBOOK IS WRITTEN FROM THE POINT OF VIEW OF A SCHOOL OR JOB PREPARATION FACILITY, BASED ON METHODOLOGY APPLICABLE TO THE PLACEMENT FUNCTION IN ANY SETTING. FACTORS IDENTIFIED AS CRITICAL TO A SUCCESSFUL PLACEMENT OPERATION ARE UTILIZATION OF A SYSTEMS APPROACH, ESTABLISHMENT OF MEASURABLE GOALS AND OBJECTIVES, DESIGNATION OF A COORDINATOR OF PLACEMENT, AND DELINEATION OF STAFF FUNCTIONS. TOPICS INCLUDED IN THE DISCUSSION OF PERSONNEL ENGAGED IN THE PLACEMENT PROCESS ARE THE TYPICAL DUTIES OF A COORDINATOR OF PLACEMENT AND THE ROLE OF ADVISORY COMMITTEES. A SAMPLE ADVISORY COMMITTEE AGENDA, LETTERS OF INVITATION, AND LIST OF QUESTIONS FOR COMMITTEE MEMBERS ARE INCLUDED. RECORDS UTILIZED IN THE PLACEMENT PROCESS ARE DISCUSSED AND A POSSIBLE FORMAT IS PRESENTED FOR A JOB INDEX CARD FILE. GUIDELINES ARE PROVIDED FOR THE CALL, VISIT, AND LETTER TO EMPLOYERS. SUGGESTIONS ARE MADE FOR PUBLICITY ACTIVITIES AND ALTERNATE ROUTES TO JOB DEVELOPMENT. THE FOLLOWING FACTORS INVOLVED IN SUCCESSFUL PLACEMENT ARE DISCUSSED GOOD JOB DEVELOPMENT, RAPPORT WITH THE EMPLOYER, ACCURATE AND THOROUGH ASSESSMENT OF THE JOB AND THE CLIENT (STUDENT), PREPARATION OF EMPLOYER AND CLIENT, PROVISION OF SERVICE TO THE EMPLOYER AND CLIENT, FOLLOWUP, AND ACHIEVEMENT OF RESULTS. THE APPENDIX CONTAINS JOB DESCRIPTIONS AND OTHER OCCUPATIONAL INFORMATION FOR A SAMPLING OF PLACEMENT-RELATED POSITIONS IN THE LOS ANGELES UNIFIED SCHOOL DISTRICT. (TA)
ERIC: ED137591

2527 JOB PLACEMENT MANUAL.
ATLANTA PUBLIC SCHOOLS, GA. BUREAU OF ADULT, VOCATIONAL, AND TECHNICAL EDUCATION (DHEW/OE), WASHINGTON, D.C.; GEORGIA STATE DEPT. OF EDUCATION, ATLANTA.
NOTES: 35P.; FOR RELATED DOCUMENTS, SEE CE 005 010-011
ADMINISTRATOR GUIDES, GUIDANCE SERVICES, JOB PLACEMENT, MANUALS, RECORDS (FORMS), SECONDARY EDUCATION, SECONDARY SCHOOL STUDENTS, VOCATIONAL FOLLOWUP, WORK EXPERIENCE PROGRAMS
DIRECTED TO SCHOOL SYSTEMS INITIATING A JOB PLACEMENT PROGRAM, THE ATLANTA PUBLIC SCHOOLS (GEORGIA) JOB PLACEMENT MANUAL DISCUSSES HOW A JOB PLACEMENT PROGRAM CAN PROVIDE A TRANSITION FROM SCHOOL TO WORK FOR ALL STUDENTS LEAVING THE PUBLIC SCHOOLS, AS WELL AS PLACE STUDENTS IN PAID AND NON-PAID PART-TIME WORK EXPERIENCES AS A PART OF THEIR EDUCATION. THE FIVE SECTIONS OF THE MANUAL COVER (1) PLANNING AND MANAGEMENT (ADMINISTRATION, ORGANIZATION, OBJECTIVES, ADVISORY COMMITTEE ROLE, DECISIONS, VOCATIONAL PERSONNEL ROLE); (2) STUDENT DEVELOPMENT (STUDENT NEEDS, STUDENT STRENGTHS, JOB SEEKING AND JOB HOLDING SKILLS, DISADVANTAGED AND HANDICAPPED STUDENTS, COMMUNICATIONS, AND STUDENT INVOLVEMENT); (3) JOB DEVELOPMENT (EMPLOYER LISTS AND SURVEYS, AND COMMUNITY RELATIONS); (4) CENTRAL RECORD SYSTEM (STUDENT AND COMPANY SURVEYS, JOB ORDER FORMS, STUDENT PERSONNEL CARDS, LETTER OF INTRODUCTION, STUDENT AND EMPLOYER FOLLOWUP REPORTS); AND (5) FOLLOWUP (FOLLOWUP STUDY, INFORMATION FEEDBACK, AND FOLLOW-THROUGH ACTIVITIES) AND FOLLOW-THROUGH (WORK ADJUSTMENT AND CAREER DEVELOPMENT ACTIVITIES AND PLACEMENT LINKAGE). COPIES OF RELATED INFORMATION FORMS ARE INCLUDED WITHIN THE SECTIONS. APPENDIXES INCLUDE INFORMATION ON CHILD LABOR LAWS, INTERVIEW HINTS FOR STUDENTS, AND ADDITIONAL SOURCES. (EA)
ERIC: ED113492

2528 JOB PLACEMENT OF THE EMOTIONALLY DISTURBED. 72
BLUM, LAWRENCE P., COMP.; KUJOTH, RICHARD K., COMP.
NOTES: 453P.; PHM COLLECTION
BIBLIOGRAPHIC CITATIONS, EMOTIONALLY DISTURBED, EMOTIONAL MALADJUSTMENT, EMPLOYMENT PROBLEMS, GUIDANCE SERVICES, JOB PLACEMENT, REHABILITATION PROGRAMS, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, WORK ATTITUDES
THIS COLLECTION OF 43 PROFESSIONAL PAPERS INCLUDES DISCUSSIONS BY EXPERTS IN THE FIELDS OF PSYCHIATRY, CLINICAL PSYCHOLOGY, COUNSELING PSYCHOLOGY, VOCATIONAL REHABILITATION COUNSELING, EMPLOYMENT COUNSELING, SOCIOLOGY AND SOCIAL WORK. MAJOR TOPIC SECTIONS ARE (1) THE CONCEPT OF CURE VERSUS THE REALITY OF IMPROVEMENT, (2) PERSONAL PROBLEMS OF THE EMOTIONALLY DISTURBED RELATED TO JOB PLACEMENT, (3) READINESS FOR WORK AND APPRAISAL OF READINESS, (4) REHABILITATION AND PLACEMENT OF THE EMOTIONALLY DISTURBED AS A PROCESS, (5) HIRING ATTITUDES AND PRACTICES OF EMPLOYERS, AND (6) FOLLOW-UP OF PLACEMENT OF THE EMOTIONALLY DISTURBED. AUTHOR AND SUBJECT INDEXES ARE INCLUDED. (PM)
ERIC: ED069921 SCARECROW PRESS, INC., 52 LIBERTY ST., BOX 656, METUCHEN, N.J. 08840

2529 JOB PLACEMENT SERVICES PROVIDED BY PUBLIC SCHOOL SYSTEMS IN THE UNITED STATES, 1976. 76
GOOR, JEANNETTE; SCHROEDER, ANITA
NATIONAL CENTER FOR EDUCATION STATISTICS (DHEW), WASHINGTON, D.C. WESTAT RESEARCH, INC., ROCKVILLE, MD.
NOTES: 22P.; APPENDICES MAY NOT REPRODUCE CLEARLY DUE TO SMALL TYPE
DROPOUTS, GUIDANCE COUNSELING, HIGH SCHOOL GRADUATES, JOB PLACEMENT, PROGRAM EVALUATION, SCHOOL DISTRICTS, SCHOOL SERVICES, SECONDARY EDUCATION, STATISTICAL STUDIES, STUDENT PLACEMENT, SURVEYS

(CONT.)

2529 THIS REPORT IS THE SECOND IN THE FAST RESPONSE SURVEY SYSTEM (FRSS) SERIES OF STUDIES ON CURRENT, POLICY-RELATED ISSUES. THE OBJECTIVE OF THE FRSS IS TO PROVIDE QUICK NATIONAL ESTIMATES OF KEY DATA THAT ARE NEEDED FOR PLANNING AND POLICY PURPOSES. THE SURVEY THAT RESULTED IN THIS REPORT WAS CONDUCTED AT THE REQUEST OF THE OFFICE OF THE ASSISTANT SECRETARY FOR EDUCATION (OASE). ITS PURPOSE WAS TO OBTAIN A NATIONWIDE OVERVIEW OF THE TYPE AND AMOUNT OF FORMAL JOB PLACEMENT ASSISTANCE PROVIDED BY SCHOOL DISTRICTS FOR THEIR HIGH SCHOOL STUDENTS, GRADUATES AND DROPOUTS. (AUTHOR)
ERIC: ED143926

2530 JOB PROSPECTS OF 1971 GRADUATES. ENGINEERING MANPOWER BULLETIN NUMBER 20. NOV 71
ALDEN, JOHN D.
ENGINEERS JOINT COUNCIL, NEW YORK, N.Y. ENGINEERING MANPOWER COMMISSION.
NOTES: 4P.
COLLEGE SCIENCE, EMPLOYMENT, ENGINEERING, ENGINEERING EDUCATION, GRADUATES, GRADUATE STUDY, GRADUATE SURVEYS, JOB MARKET
STATISTICS FOR 33,902 OF 1971 ENGINEERING GRADUATES WERE USED TO DESCRIBE JOB PROSPECTS OF THE GRADUATES. FINDINGS INCLUDE (1) ENGINEERING GRADUATES WERE LARGELY SUCCESSFUL IN FINDING JOBS OR CARRYING OUT OTHER PLANS: (2) ABOUT ONE OUT OF EVERY FIVE ENGINEERING GRADUATES AT THE BACHELORS AND MASTERS DEGREE LEVELS HAD PLANS TO CONTINUE FULL-TIME STUDY: (3) THE NUMBER OF BACHELORS DEGREE GRADUATES ENTERING MILITARY SERVICE INCREASED IN 1971 TO 14 PERCENT—THE HIGHEST SINCE 1958: (4) AT ALL LEVELS EXCEPT THE DOCTORATE, SALARY OFFERS AVERAGED SLIGHTLY HIGHER THAN IN 1970, RANGING FROM $632 PER MONTH TO $1340: (5) SALARIES FOR CHEMICAL ENGINEERING WERE HIGHEST AND CIVIL ENGINEERING LOWEST AT ALL THREE DEGREE LEVELS: (6) THE AVERAGE SALARY FOR WOMEN ENGINEERING GRADUATES AT THE BACHELORS LEVEL WAS A BIT HIGHER THAN THE OVERALL AVERAGE FOR MALE ENGINEERS: AND (7) COMPARED TO GRADUATES IN OTHER DISCIPLINES, THE PROSPECTS OF ENGINEERS WERE OUTSTANDING. (JG)
ERIC: ED058042 ENGINEERING MANPOWER COMMISSION, 345 EAST 47TH STREET, NEW YORK, NEW YORK 10017 ($1.00)

2531 JOB READINESS POSTURE SCALES A NEW TOOL TO AID IN TRANSITION FROM ENROLLEE TO WORKER STATUS. APR 74
BENSON, STEPHEN D.;WHITTINGTON, MARNA C.
NOTES: 9P.; PAPER PRESENTED AT ANNUAL MEETING OF AMERICAN EDUCATIONAL RESEARCH ASSOCIATION (CHICAGO, ILLINOIS, APRIL, 1974); FOR A RELATED DOCUMENT, SEE TM 004 521
DISADVANTAGED GROUPS, EMPLOYEE ATTITUDES, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, INDIVIDUAL CHARACTERISTICS, INDIVIDUAL NEEDS, JOB PLACEMENT, JOB SKILLS, JOB TRAINING, OCCUPATIONAL TESTS, SELF CONCEPT, TEACHER ROLE, TRAINEES, VOCATIONAL ADJUSTMENT, VOCATIONAL APTITUDE, VOCATIONAL EDUCATION, VOCATIONAL OPINION INDEX
SUCCESSFUL TRANSITION FROM TRAINEE STATUS TO WORKER STATUS HAS BEEN SHOWN TO BE DEPENDENT ON THREE FACTORS ADEQUATE SKILL TRAINING, ADEQUATE PLACEMENT OPPORTUNITIES, AND APPROPRIATE JOB READINESS POSTURE (JRP). THE VOCATIONAL OPINION INDEX TRANSITION SYSTEM (VOITS) WAS DESIGNED TO HELP TRAINEES DEVELOP APPROPRIATE JOB READINESS POSTURE DURING SKILLS TRAINING. THE TRANSITION SYSTEM USES THE VOI TO DIAGNOSE AN INDIVIDUALS JRP AREAS OF CONCERN AND TO PRESCRIBE AND IMPLEMENT REMEDIAL ACTIVITIES. VOITS WAS IMPLEMENTED ON A PILOT BASIS AT FOUR MDT CENTERS. RESULTS OF THE PILOT IMPLEMENTATION INDICATE THE POSITIVE IMPACT OF THE VOITS ON CENTER OPERATION AND STAFF EFFECTIVENESS. (AUTHOR)
ERIC: ED107700

2532 JOB REDESIGN FOR OLDER WORKERS, TEN CASE STUDIES. 67
MITNICK, EDWARD;ROTHBERG, HERMAN
BUREAU OF LABOR STATISTICS (DEPT. OF LABOR), WASHINGTON, D.C.
ANNOTATED BIBLIOGRAPHIES, EMPLOYEES, EXPERIENCED LABORERS, INDUSTRY, MANPOWER UTILIZATION, MANUFACTURING, MIDDLE AGED, VOCATIONAL ADJUSTMENT, WORK SIMPLIFICATION
AFTER IDENTIFYING FIRMS WHICH HAD USED JOB REDESIGN TO SALVAGE THE SKILL OF OLDER EMPLOYEES, RESEARCH INVESTIGATORS MADE 10 INTENSIVE CASE STUDIES IN FIRMS PRODUCING AIRCRAFT ENGINES, ALUMINUM FRAMING, BUILDING MATERIALS, CARPETS, COMPUTERS, COPPER PIPE FITTINGS, FOOTWEAR, HEAVY IRON PIPE, PRECISION INSTRUMENTS, AND PRINTED NOVELTIES. EACH STUDY DESCRIBES THE FIRM, THE JOBS PRIOR TO REDESIGN, THE RECOGNITION OF THE NEED TO REDESIGN, AND THE NATURE AND RESULTS OF THE REDESIGN. IT WAS FOUND THAT JOBS WERE CONSTANTLY BEING REDESIGNED TO IMPROVE EFFICIENCY, BUT ONLY OCCASIONALLY TO ADAPT THE JOB TO THE LIMITATIONS OF OLDER WORKERS. JOB REDESIGN FOR OLDER WORKERS WAS CARRIED OUT IN BOTH LARGE AND SMALL FIRMS, IN A WIDE VARIETY OF MANUFACTURING INDUSTRIES, AND IN A RANGE OF JOBS AFFECTING INDIVIDUALS WITH VARYING PERSONAL CHARACTERISTICS. THE TYPICAL REDESIGN CASE WAS INITIATED BY THE INFORMAL ACTIONS OF FOREMEN OR PLANT MANAGERS RATHER THAN BY FORMAL PROGRAMS. CHANGING THE CONTENT OF JOBS IN CONJUNCTION WITH EQUIPMENT IMPROVEMENT OR REALLOCATING DUTIES AMONG WORKERS TO ADAPT PARTICULAR JOBS TO THE CAPACITY OF OLDER WORKERS WERE SOME OF THE APPROACHES FOLLOWED. JOB REDESIGN USUALLY INVOLVED VERY LITTLE MONEY OUTLAY FOR NEW EQUIPMENT OR SCARCELY ANY LOSS IN OUTPUT DUE TO WORK INTERRUPTION, AND GENERALLY RESULTED IN IMPROVED PRODUCTIVITY. IT HAD SOME ADVANTAGES FOR BOTH THE WORKERS AND MANAGEMENT OVER THE PRACTICE OF REASSIGNING OLDER WORKERS TO OTHER JOBS. MECHANIZATION INVOLVED IN JOB REDESIGN FOR SOME OLDER WORKERS RESULTED IN DISPLACEMENT OF WORKERS, AND REASSIGNMENT OR RETIREMENT IN SOME CASES. AN ACCOUNT OF A UNION-SPONSORED PROJECT FOR RETAINING ON-THE-JOB OLDER WORKERS WHO HAVE LIMITED FUNCTIONAL CAPACITIES, A CHECKLIST FOR STUDYING JOB REDESIGN, AND A SELECTED ANNOTATED BIBLIOGRAPHY ON OLDER WORKERS EMPLOYMENT AND JOB REDESIGN ARE INCLUDED IN THE APPENDIX. A REPORT OF FOUR SELECTED CASE
ERIC: ED016771

2533 JOB REDESIGN FOR OLDER WORKERS--CASE STUDIES. 67
ROTHBERG, HERMAN J.
NOTES: 5P.
EMPLOYEES, EXPERIENCED LABORERS, MANPOWER UTILIZATION, MANUFACTURING INDUSTRY, MIDDLE AGED, VOCATIONAL ADJUSTMENT, WORK SIMPLIFICATION
INDUSTRIAL ESTABLISHMENTS SUCCESSFULLY USED METHODS OF JOB REDESIGN TO MAINTAIN THE EMPLOYMENT AND PRODUCTIVITY, AS WELL AS THE MORALE, OF AGING EMPLOYEES. EXAMPLES OF JOB REDESIGN WERE FOUND IN A WIDE VARIETY OF MANUFACTURING INDUSTRIES. CASE STUDIES WERE MADE IN PLANTS PRODUCING AIRCRAFT ENGINES, ALUMINUM FRAMING, BUILDING MATERIALS, CARPETS, COMPUTERS, COPPER PIPE FITTINGS, FOOTWEAR, HEAVY IRON PIPE, PRECISION INSTRUMENTS, AND PRINTED NOVELTIES. THE MOST PREVALENT REDESIGN METHOD WAS THE INFORMAL PRACTICE OF ACCOMMODATING THE DECLINING PHYSICAL CAPACITIES OF A SPECIFIC AGING WORKER OR GROUP OF WORKERS. JOB REDESIGN REVEALED SOME ADVANTAGES OVER THE PRACTICE OF JOB REASSIGNING FOR BOTH THE OLDER WORKER AND MANAGEMENT. IN SEVERAL CASES, A SUBSTANTIAL RISE IN OUTPUT PER MAN-HOUR OCCURRED. IN NONE OF THE CASES WAS PRODUCTIVITY ADVERSELY AFFECTED. THE FOUR CASE STUDIES SUMMARIZED SHOW JOB REDESIGN USING THE FRAMEWORK FOR FORMAL JOB PLACEMENT PROGRAMS WHICH CONTINUALLY EVALUATED EACH JOB AND EMPLOYEE IN TERMS OF DEMANDS AND CAPACITIES, UTILIZING MECHANICAL AIDS TO REPLACE MANUAL CONTROL, UTILIZING TECHNOLOGICAL CHANGE IN THE FORM OF SPECIALLY DESIGNED FORKLIFT TRUCKS, AND INVOLVING REALLOCATION OF DUTIES. THE FULL STUDY IS PRESENTED IN THE BUREAU OF LABOR STATISTICS PUBLICATION JOB REDESIGN FOR OLDER WORKERS, TEN CASE STUDIES. THIS DOCUMENT APPEARED IN THE MONTHLY LABOR REVIEW, JANUARY 1967. (MC)
ERIC: ED015258

2534 JOB REDESIGN-PROGRESS OR PIPE DREAM 1976
CHARTRAND, P.J.
BUSINESS QUARTERLY, VOL.41, NO.4, WINTER 1976, P. 65-77. BIBLIOG. 9
INDUSTRIAL RELATIONS, JOB SATISFACTION, MANAGEMENT, ORGANIZATIONAL DEVELOPMENT, PARTICIPATIVE MANAGEMENT, PERFORMANCE, PRODUCTION, SUPERIOR SUBORDINATE RELATIONSHIP, TECHNOLOGICAL CHANGE
DESCRIBES TWO CASES IN WHICH JOB REDESIGN WAS SUCCESSFULLY ACCOMPLISHED RECOGNIZING THE IMPORTANCE OF SOCIAL AND TECHNICAL INPUT FROM MANAGEMENT, ORGANIZATIONAL DEVELOPMENT PEOPLE, AND INVOLVED WORKERS AND THEIR UNIONS.
MGMT: BQU76M0065

2535 JOB SATISFACTION IS THERE A TREND MANPOWER RESEARCH MONOGRAPH NO. 30. 74
QUINN, ROBERT P.;ANC OTHERS
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 60P.
EMPLOYEE ATTITUDES, EMPLOYER ATTITUDES, EMPLOYER EMPLOYEE RELATIONSHIP, JOB SATISFACTION, LITERATURE REVIEWS, NATIONAL SURVEYS, SOCIAL FACTORS, VOCATIONAL ADJUSTMENT, WORK ATTITUDES
A DETAILED REVIEW IS PRESENTED OF SOME OF THE MAJOR RESEARCH ON JOB SATISFACTION CONDUCTED IN THE PAST 40 YEARS. THE INFORMATION IS DISCUSSED IN FIVE MAJOR SECTIONS, EACH INTRODUCED BY A SERIES OF RELATED QUESTIONS, UNDER THE FOLLOWING HEADINGS NATIONAL TRENDS IN JOB SATISFACTION, 1958-73: DISTRIBUTION OF JOB SATISFACTION IN THE WORK FORCE (BY OCCUPATION, SEX, EDUCATION, AND AGE): WHAT AMERICANS WANT FROM THEIR JOBS (NATIONAL SAMPLE, WHITE COLLAR, BLUE COLLAR, AND WOMEN WORKERS PREFERENCES): THE IMPORTANCE OF JOB SATISFACTION (FROM THE PERSPECTIVE OF THE EMPLOYER, THE EMPLOYEE, AND SOCIETY): AND NEW APPROACHES, STRATEGIES, AND FINDINGS (GOALS TO BE ACHIEVED OR IGNORED, NECESSARY ASSUMPTIONS, MATCHING WORKERS AND JOBS, TRAINING, CHANGING THE JOB--HOURS, BASES OF COMPENSATION, SUPERVISION, AND WORK PERFORMED, AND EVALUATING THE CHANGE). FOUR PAGES OF REFERENCES ARE INCLUDED, TOGETHER WITH APPENDIXES COVERING CHARACTERISTICS OF NATIONAL SURVEYS CITED: PROBLEMS WITH SINGLE-QUESTION MEASURES OF OVERALL JOB SATISFACTION: SAMPLING ERRORS AT THE 95 PERCENT CONFIDENCE LEVEL: PERCENTAGE OF SATISFIED WORKERS 1959-73 BY RACE, EDUCATION, AGE, AND SEX: AND MEAN JOB SATISFACTION IN 1973 BY SELECTED DEMOGRAPHIC AND OCCUPATIONAL CHARACTERISTICS. (SA)
ERIC: ED098374 SUPERINTENDENT OF DOCUMENTS, U. S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D. C. 20402 (STOCK NUMBER 2900-00195, $0.95)

2536 JOB SATISFACTION (A BIBLIOGRAPHY WITH ABSTRACTS) SEP 75
SHONYO, CAROLYN
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1964-SEP 75 300P
JOB SATISFACTION, BIBLIOGRAPHIES, INDUSTRIAL PSYCHOLOGY, NTISNTIS
THE BIBLIOGRAPHY CONTAINS SELECTED ABSTRACTS OF GOVERNMENT-SPONSORED RESEARCH REPORTS. THE TOPICS COVER STUDIES ON GENERALIZED AND SPECIFIC AREAS OF JOB SATISFACTION, BOTH CIVILIAN AND MILITARY. EMPHASIS IS PLACED ON EVALUATION AND IMPROVEMENT OF PERSONNEL DEVELOPMENT AND MANAGEMENT TECHNIQUES. ATTITUDE SURVEYS OF VARIOUS SOCIOECONOMIC GROUPS IN ORGANIZATIONS ARE INCLUDED. (CONTAINS 295 ABSTRACTS)
NTIS: NTIS/PS-75/708/8ST NTIS PRICES PC$25.00/MF$25.00

2537 JOB SATISFACTION - A BIBLIOGRAPHY WITH ABSTRACTS DEC 74
GATSOFF, CAROLYN
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1964-OCT 74 232P
JOB SATISFACTION, BIBLIOGRAPHIES, INDUSTRIAL PSYCHOLOGY, NTISNTIS
THIS BIBLIOGRAPHY CONTAINS 216 SELECTED ABSTRACTS OF RESEARCH REPORTS RETRIEVED USING THE NTIS ON-LINE SEARCH SYSTEM--NTISEARCH. THE TOPICS COVER STUDIES ON GENERALIZED AND

(CONT.)

2537 SPECIFIC AREAS OF JOB SATISFACTION, BOTH CIVILIAN AND MILITARY. EMPHASIS IS PLACED ON EVALUATION AND IMPROVEMENT OF PERSONNEL DEVELOPMENT AND MANAGEMENT TECHNIQUES. ATTITUDE SURVEYS OF VARIOUS SOCIOECONOMIC GROUPS IN ORGANIZATIONS ARE INCLUDED.
NTIS: NTIS/PS-74/122 NTIS PRICES PC$20.00/MF$2.00

2538 JOB SATISFACTION AND WORK VALUES FOR WOMEN SUM 74
BLAI, BORIS, JR.
JOURNAL OF THE NAWDAC;37;4;151-157
JOB SATISFACTION, WORKING WOMEN, FINANCIAL SUPPORT, ACHIEVEMENT NEED, VALUES, EMPLOYMENT TRENDS, ASPIRATION
DISCUSSION OF THE REASONS WOMEN GIVE FOR WORKING. STATISTICS SHOW THAT TWO OUT OF FIVE WORKERS WILL BE WOMEN IN 1980. WOMEN NOTED REASONS FOR WORKING AS FINANCIAL, FULFILLMENT OF SOCIAL NEEDS, AND ACHIEVEMENT GOALS. (EK)
ERIC: EJ100749

2539 JOB SATISFACTION DIFFERENCES AMONG WOMEN OF DIFFERENT ETHNIC GROUPS OCT 72
ASH, PHILIP
JOURNAL OF VOCATIONAL BEHAVIOR;2;4;495-507
ETHNIC GROUPS, FEMALES, JOB SATISFACTION, MINORITY GROUPS, WORK ATTITUDES, WORKING WOMEN
TWO STUDIES COMPARE THE JOB SATISFACTION OF BLACK, WHITE, AND SPANISH-SURNAME FEMALE PRODUCTION AND CLERICAL EMPLOYEES. IN BOTH STUDIES, BLACK WOMEN WERE MORE DISSATISFIED THAN WHITE. SPANISH-SURNAME EMPLOYEES (IN THE FIRST STUDY) WERE GENERALLY MORE SATISFIED THAN BLACKS BUT LESS SATISFIED THAN WHITES. (AUTHOR)
ERIC: EJ066307

2540 JOB SATISFACTION IN EMPLOYMENT COUNSELORS 69 JUN
BINGHAM, WILLIAM C.
J EMPLOYMENT COUNSELING;6;2;77-83
ADMINISTRATIVE PERSONNEL, COUNSELORS, EMPLOYMENT SERVICES, JOB SATISFACTION, NEED GRATIFICATION, SELF ACTUALIZATION, WORK ENVIRONMENT, YOUTH AGENCIES, YOUTH EMPLOYMENT, YOUTH PROGRAMS
ERIC: EJ005348

2541 THE JOB SATISFACTION OF MEXICAN-AMERICAN BLUE-COLLAR EMPLOYEES. 76
CAMPION, JAMES E.;AND OTHERS
AMERICAN PSYCHOLOGICAL ASSOCIATION, WASHINGTON, D.C. JOURNAL SUPPLEMENT ABSTRACT SERVICE.
NOTES: 14P.
BLUE COLLAR OCCUPATIONS, CROSS CULTURAL STUDIES, CULTURAL DIFFERENCES, EMPLOYEE ATTITUDES, JOB SATISFACTION, MEXICAN AMERICANS, MINORITY GROUPS, NEEDS ASSESSMENT, UNSKILLED WORKERS, WORK ATTITUDES, PORTER NEED SATISFACTION QUESTIONNAIRE
IT HAS BEEN ARGUED THAT DUE TO CULTURAL DIFFERENCES, MINORITY GROUP MEMBERS MAY PERCEIVE AND RESPOND TO THE WORK ENVIRONMENT DIFFERENTLY THAN NONMINORITY GROUP MEMBERS. PAST RESEARCH HAS FOCUSED ON BLACK-WHITE DIFFERENCES IN JOB ATTITUDES. THE PRESENT STUDY INVESTIGATES THE JOB ATTITUDES OF MEXICAN-AMERICAN EMPLOYEES. THE SAMPLE CONSISTED OF 58 MEXICAN-AMERICAN AND 48 WHITE, BLUE-COLLAR MALE EMPLOYEES OF A FOOD-PROCESSING COMPANY LOCATED IN A LARGE SOUTHWESTERN CITY. A MODIFIED VERSION OF PORTERS NEEDS SATISFACTION QUESTIONNAIRE WAS USED TO MEASURE NEED SATISFACTION AND IMPORTANCE IN FIVE AREAS SECURITY NEED, SOCIAL NEEDS, ESTEEM NEEDS, AUTONOMY NEEDS, AND SELF-ACTUALIZATION NEEDS. THE RESULTS INDICATED THAT NEED SATISFACTION AND IMPORTANCE WERE VERY SIMILAR FOR THESE TWO GROUPS. ONLY 2 OF 26 COMPARISONS WERE STATISTICALLY SIGNIFICANT. THE MEXICAN-AMERICAN EMPLOYEES WERE MORE SATISFIED WITH JOB PRESTIGE OUTSIDE THE COMPANY AND, COMPARED TO THE NONMINORITY GROUP, THEY PERCEIVED OPPORTUNITY FOR FRIENDSHIP AS MORE IMPORTANT. THE HIERARCHIES OF NEED SATISFACTION AND IMPORTANCE WERE ALSO QUITE SIMILAR FOR THE TWO GROUPS. OVERALL, THESE RESULTS SUGGEST THAT MEXICAN-AMERICAN EMPLOYEES PERCEIVE AND VALUATE THEIR JOBS IN A MANNER VERY SIMILAR TO THAT OF NONMINORITY EMPLOYEES IN COMPARABLE JOBS. THESE FINDINGS WERE DISCUSSED IN RELATION TO EARLIER WORK. (AUTHOR)
ERIC: ED132479 ORDER DEPARTMENT, AMERICAN PSYCHOLOGICAL ASSOCIATION, 1200 SEVENTEENTH STREET, N.W., WASHINGTON, D.C. (HC $4.00, MF $2.00, ORDER NUMBER JSAS MS. 1182, PREPAYMENT REQUIRED)

2542 JOB SATISFACTION. A BIBLIOGRAPHY WITH ABSTRACTS OCT 73
LEHMANN, EDWARD J.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1964-SEP 73 137P
BIBLIOGRAPHIES, JOB SATISFACTION, INDUSTRIAL PSYCHOLOGY, ATTITUDES, NTIS
THE NTISEARCH BIBLIOGRAPHY CONTAINS 132 SELECTED ABSTRACTS OF RESEARCH REPORTS RETRIEVED USING THE NTIS ON-LINE SEARCH SYSTEM--NTISEARCH. THE TOPICS COVER STUDIES ON GENERALIZED AND SPECIFIC AREAS OF JOB SATISFACTION, BOTH CIVILIAN AND MILITARY. EMPHASIS IS PLACED ON EVALUATION AND IMPROVEMENT OF PERSONNEL DEVELOPMENT AND MANAGEMENT TECHNIQUES. ATTITUDE SURVEYS OF VARIOUS SOCIOECONOMIC GROUPS IN ORGANIZATIONS ARE INCLUDED. (AUTHOR)
NTIS: COM-73-11710/3 NTIS PRICES PC$20.00/MF$2.00

2543 JOB SATISFACTION. VOLUME 1. 1964-1975 (A BIBLIOGRAPHY WITH ABSTRACTS) OCT 76
SHONYO, CAROLYN
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1964-75 234P

(CONT.)

2543 BIBLIOGRAPHIES, JOB SATISFACTION, INDUSTRIAL PSYCHOLOGY, NTISNTIS
THE BIBLIOGRAPHY CONTAINS SELECTED ABSTRACTS OF STUDIES ON GENERALIZED AND SPECIFIC AREAS OF JOB SATISFACTION, BOTH CIVILIAN AND MILITARY. EMPHASIS IS PLACED ON EVALUATION AND IMPROVEMENT OF PERSONNEL DEVELOPMENT AND MANAGEMENT TECHNIQUES. ATTITUDE SURVEYS OF VARIOUS SOCIOECONOMIC GROUPS IN ORGANIZATIONS ARE INCLUDED. (THIS UPDATED BIBLIOGRAPHY CONTAINS 229 ABSTRACTS, NONE OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.)
NTIS: NTIS/PS-76/0817/7ST NTIS PRICES PC$25.00/MF$25.00

2544 JOB SATISFACTION, VOLUME 2, 1975-OCTOBER, 1976 (A BIBLIOGRAPHY WITH ABSTRACTS) NOV 77
SHONYO, CAROLYN A.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1975-OCT 76 158P*
JOB SATISFACTION, BIBLIOGRAPHIES, INDUSTRIAL PSYCHOLOGY, NTISNTIS
THE BIBLIOGRAPHY CONTAINS SELECTED ABSTRACTS OF RESEARCH REPORTS OF STUDIES ON GENERALIZED AND SPECIFIC AREAS OF JOB SATISFACTION, BOTH CIVILIAN AND MILITARY. EMPHASIS IS PLACED ON EVALUATION AND IMPROVEMENT OF PERSONNEL DEVELOPMENT AND MANAGEMENT TECHNIQUES. ATTITUDE SURVEYS OF VARIOUS SOCIOECONOMIC GROUPS IN ORGANIZATIONS ARE INCLUDED. (THIS UPDATED BIBLIOGRAPHY CONTAINS 153 ABSTRACTS, NONE OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.)
NTIS: NTIS/PS-77/0944/7ST NTIS PRICES PC N01/MF N01

2545 JOB SATISFACTION, VOLUME 2, 1975-OCTOBER, 1976 (A BIBLIOGRAPHY WITH ABSTRACTS) OCT 76
SHONYO, CAROLYN
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1975-OCT 76 158P
JOB SATISFACTION, BIBLIOGRAPHIES, INDUSTRIAL PSYCHOLOGY, NTISNTIS
THE BIBLIOGRAPHY CONTAINS SELECTED ABSTRACTS OF RESEARCH REPORTS OF STUDIES ON GENERALIZED AND SPECIFIC AREAS OF JOB SATISFACTION, BOTH CIVILIAN AND MILITARY. EMPHASIS IS PLACED ON EVALUATION AND IMPROVEMENT OF PERSONNEL DEVELOPMENT AND MANAGEMENT TECHNIQUES. ATTITUDE SURVEYS OF VARIOUS SOCIOECONOMIC GROUPS IN ORGANIZATIONS ARE INCLUDED. (THIS UPDATED BIBLIOGRAPHY CONTAINS 153 ABSTRACTS, 58 OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.)
NTIS: NTIS/PS-76/0818/5ST NTIS PRICES PC$25.00/MF$25.00

2546 JOB SATISFACTION, VOLUME 3, NOVEMBER, 1976-OCTOBER, 1977 (A BIBLIOGRAPHY WITH ABSTRACTS) NOV 77
SHONYO, CAROLYN A.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR NOV 76-OCT 77 121P*
BIBLIOGRAPHIES, JOB SATISFACTION, INDUSTRIAL PSYCHOLOGY, NTISNTIS
THE BIBLIOGRAPHY CONTAINS SELECTED ABSTRACTS OF RESEARCH REPORTS OF STUDIES ON GENERALIZED AND SPECIFIC AREAS OF JOB SATISFACTION, BOTH CIVILIAN AND MILITARY. EMPHASIS IS PLACED ON EVALUATION AND IMPROVEMENT OF PERSONNEL DEVELOPMENT AND MANAGEMENT TECHNIQUES. ATTITUDE SURVEYS OF VARIOUS SOCIOECONOMIC GROUPS IN ORGANIZATIONS ARE INCLUDED. (THIS UPDATED BIBLIOGRAPHY CONTAINS 116 ABSTRACTS, ALL OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.)
NTIS: NTIS/PS-77/0945/4ST NTIS PRICES PC N01/MF N01

2547 JOB SATISFACTIONS AND WORK VALUES FOR WOMEN. JUL 70
BLAI, BORIS, JR.
HARCUM JUNIOR COLL., BRYN MAWR, PA.
NOTES: 15P.
CAREER PLANNING, EDUCATIONAL PLANNING, GUIDANCE COUNSELING, JOB SATISFACTION, JUNIOR COLLEGES, SELF ACTUALIZATION, SURVEYS, VALUES, WORK ATTITUDES, WORKING WOMEN
THIS SURVEY INVESTIGATES RELATIONSHIPS BETWEEN THE WORK VALUES OF 1,871 WOMEN WITH CERTAIN DEMOGRAPHIC VARIABLES IN ORDER TO PROVICE PLANNING AND COUNSELING INFORMATION FOR EDUCATIONAL AND OTHER INSTITUTIONS. THE WORK VALUES--DEFINED BY EYDE (1962)--ARE EXPRESSED NEEDS FOR DOMINANCE-RECOGNITION, ECONOMIC SUCCESS, INDEPENDENCE, INTERESTING ACTIVITY, MASTERY-ACHIEVEMENT, AND SOCIAL STATUS. DEMOGRAPHIC VARIABLES LINKED WITH WORK VALUES ARE MARITAL STATUS, AGE, EDUCATIONAL ATTAINMENT, CURRENT EMPLOYMENT STATUS, CAREER PATTERN, SOCIO-ECONOMIC STATUS, AND FIELD OF WORK. TABULATIONS COMPARING WORK VALUES WITH THE DEMOGRAPHIC VARIABLES INDICATE THAT THE CENTRAL REASON WOMEN WORK IS FOR MASTERY-ACHIEVEMENT, AND THAT THIS REASON IS CLOSELY FOLLOWED BY SOCIAL NEED FULFILLMENT. ANOTHER IMPORTANT WORK VALUE, ONE CLOSELY ASSOCIATED WITH SOCIAL OPPORTUNITIES, IS THE INTEREST GENERATED BY THE ACTIVITY. THE VALUE OF INDEPENDENCE APPEARS RELATIVELY MODERATE COMPARED WITH THE OTHERS. ON THE OTHER HAND, THE TWO LEAST IMPORTANT WORK VALUES INDICATED WERE THE ACHIEVEMENT OF DOMINANCE OR RECOGNITION, AND ECONOMIC SUCCESS. (JO)
ERIC: ED040705

2548 JOB SEARCH AND AFFIRMATIVE ACTION 1975
AMSDEN, A.H.; MOSER, C.
THE AMERICAN ECONOMIC REVIEW, VOL.65, NO.2, MAY 1975, P. 93-91. BIBLIOG. 1
ECONOMICS, EMPLOYMENT POLICY, HUMAN RESOURCE DEVELOPMENT, INTERVIEW TECHNIQUE, JOB DEVELOPMENT, QUANTITATIVE METHODS, WOMEN IN BUSINESS
THE EFFECTS OF AFFIRMATIVE ACTION (UNBIASED HIRING OF WOMEN) ON ECONOMISTS JOBS IS EXAMINED AS TO INTERVIEWS RELATED TO FOLLOW-UP JOB OFFERS. STATISTICS ON A WOMEN IN ECONOMICS IS GIVEN AND ANALIZED.
MGMT: AE675E0093

2549 JOB SEARCH AND ECONOMIC ABSORPTION OF AUTOMOBILE WORKERS 1973
JUDY, JERRY NELSON
MICHIGAN STATE UNIV., EAST LANSING. DEPT. OF SOCIOLOGY.
GRANT NO. DL-91-24-69-25
NOTES: FINAL REPT., 1 JAN 69-31 JUN 73 156P
INDUSTRIAL RELATIONS, MIGRATIONS, MANPOWER UTILIZATION, RURAL URBAN FRINGE, MIGRANT WORKERS, JOB SEARCH BEHAVIOR, KALAMAZOO(MICHIGAN), AUTOMOBILE PLANTS, OMPER
THE GENERAL CONCERN OF THE STUDY IS THE MEANS BY WHICH MIGRANTS ARE ASSIMILATED INTO NEW COMMUNITIES. PARTICULAR FOCUS IS UPON THE MANNER IN WHICH MIGRANTS AND LOCALS, BOTH SKILLED AND NON-SKILLED, FOUND JOBS IN AN AUTOMOBILE PLANT WHICH WAS NEW TO THE COMMUNITY. THE EXTENT OF JOB SEARCH, THE SOURCES OF INFORMATION, THE MEANS OF OBTAINING JOBS, AND THE EXTENT OF THE INFORMATION OBTAINED WERE ALL ANALYZED. IT WAS FOUND THAT WHEN A NEW INDUSTRY ENTERS A COMMUNITY THE MIGRANTS HAVE MORE DIRECT ACCESS TO THE BETTER JOBS THAN THE LOCALS.
NTIS: PB-223 185/8 NTIS PRICES PC$4.75/MF$1.45

2550 JOB SEARCH AND RELOCATION ASSISTANCE PILOT PROJECT, PHASE 1, ANALYSIS OCT 77
HERZOG, JOHN K.;REESMAN, CILLA J.
WESTAT RESEARCH, INC., ROCKVILLE, MD.;EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION AND RESEARCH.
CONTRACT NO. DL-20-24-75-37
NOTES: INTERIM REPT. APR 76-APR 77 127P
EMPLOYMENT, RELOCATION, LABOR FORCE, NTISLABPEU, NTISLABETA
THIS REPORT ANALYZES THE OPERATIONS, ENROLLMENT, TRANSACTIONS AND COSTS ASSOCIATED WITH THE FIRST 13 MONTHS OF OPERATION OF THE JSRA PILOT PROJECT BY THE EMPLOYMENT SERVICE IN REGION IV. MAJOR EMPHASIS IS ON THE OPERATIONAL CONSIDERATIONS LEADING TO THE SHIFT TO A DEMONSTRATION MODE IN PHASE II. CHARACTERISTICS OF ENROLLEES, RELOCATEES AND A CONTROL GROUP ARE REPORTED.
NTIS: PB-273 971/1ST NTIS PRICES PC A07/MF A01

2551 JOB SEARCH MODELS, THE DURATION OF UNEMPLOYMENT, AND THE ASKING WAGE: SOME EMPIRICAL EVIDENCE 19.5
BARNES, W.F.
JOURNAL OF HUMAN RESOURCES, VOL.10, NO.2, SPRING 1975, P. 230-240. BIBLIOG. 10
EARNINGS, ECONOMICS, HUMAN BEHAVIOR, HUMAN RESOURCE DEVELOPMENT, MODELING, UNEMPLOYMENT, WAGES
WAGE SETTING BEHAVIOR OF UNEMPLOYED JOBSEEKER BEST DESCRIBED BY MS CALL MODEL SHOWING DOWNWARD FLEXIBILITY IN WAGE ASKED DURING UNEMPLOYMENT PERIOD.
MGMT: JHR7500230

2552 THE JOB SEARCH OF GHETTO WORKERS. JUN 71
BUREAU OF LABOR STATISTICS (DOL), NEW YORK, N. Y.
NOTES: 42P.; REGIONAL REPORT NO. 21
DISADVANTAGED GROUPS, EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, INFORMATION SOURCES, OCCUPATIONAL INFORMATION, STATISTICAL SURVEYS, URBAN SLUMS, NEW YORK CITY
THIS FOURTH REPORT IN A SERIES SUMMARIZING FINDINGS FROM THE URBAN EMPLOYMENT SURVEY EXAMINES HOW JOBSEEKERS LIVING IN THE MAJOR POVERTY AREAS OF NEW YORK CITY GO ABOUT LOOKING FOR WORK. THE SURVEY WAS DESIGNED TO DEVELOP INFORMATION ON EMPLOYMENT, UNEMPLOYMENT, AND WORK-RELATED PROBLEMS OF THE WORKING-AGE POPULATION IN THESE AREAS. THE DATA DISCUSSED IN THIS REPORT COVER THE JOBSEEKING METHODS USED BY 48,000 PERSONS 16 YEARS OF AGE AND OVER WHO WERE UNEMPLOYED OR LOOKING FOR BETTER JOBS IN THE YEAR ENDING JUNE 1969. SOURCES OF JOB INFORMATION USED INCLUDED NEWSPAPERS, PUBLIC AND PRIVATE EMPLOYMENT AGENCIES, COMMUNITY ORGANIZATIONS, AND INQUIRIES TO EMPLOYERS, FRIENDS, AND RELATIVES. THE METHODS MOST FREQUENTLY USED TENDED TO BE DIRECT APPLICATION TO EMPLOYERS, INQUIRIES TO FRIENDS AND RELATIVES, AND NEWSPAPER WANT ADS. FIGURES ON THE PERSONS, AREAS, OCCUPATIONS, AND JOBSEEKING METHODS USED ARE DETAILED IN THIS REPORT. (MF)
ERIC: ED068633

2553 JOB SEARCH PATTERNS OF PARAPLEGICS DEC 76
VEGLAHN, PETER A.
REHABILITATION COUNSELING BULLETIN;20;2;129-136
JOB SEARCH METHODS, PHYSICALLY HANDICAPPED, EMPLOYMENT OPPORTUNITIES, VOCATIONAL COUNSELING, COUNSELOR ROLE, RESEARCH PROJECTS, REHABILITATION COUNSELING, PARAPLEGICS
HANDICAPPED JOB APPLICANTS FACE AT LEAST ONE UNIQUE PROBLEM IN THEIR JOB SEARCH. DOES THIS PROBLEM RESULT IN AN ATYPICAL JOB SEARCH PATTERN COULD COUNSELORS AND PERSONNEL WORKERS IMPROVE A DISABLED PERSONS CHANCES OF FINDING A JOB THIS STUDY, WHICH REPORTS THE SEARCH PATTERNS OF PARAPLEGICS, SUGGESTS ANSWERS TO THESE QUESTIONS. (AUTHOR)
ERIC: EJ153376

2554 JOB SHARING-A NEW WAY TO WORK 1977
OLMSTED, B.
PERSONNEL JOURNAL, VOL.56, NO.2, FEB 1977, P. 78-81.
AFFIRMATIVE ACTION, EMPLOYEE COMPENSATION, EMPLOYMENT POLICY, HIRING, JOB PERFORMANCE, MANAGEMENT, PERSONNEL MANAGEMENT, RETIREMENT, SALARY ADMINISTRATION, UNIONS, WOMEN, WOMEN IN BUSINESS
A JOB SHARING PROGRAM TO HIRE TWO PART TIME EMPLOYEES IN PLACE OF ONE FULL-TIME MEETS NEEDS OF WOMEN WITH FAMILIES, OLDER PERSONS CLOSER TO RETIREMENT AND THOSE WISHING TO WORK SHORT HOURS. FOR A SUCCESSFUL PROGRAM, EMPLOYEE ENTHUSIASM, SUPERVISOR AGREEMENT

(CONT.)
2554 AND INSTITUTIONAL SUPPORT ARE ALL NECESSARY.
MGMT: PEJ7780076

2555 JOB SITUATION OF VIETNAM-ERA VETERANS AUG 74
GOVER, KATHRYN R.;MCEADDY, BEVERLY J.
MONTHLY LABOR REVIEW:97:8:17-26
EMPLOYMENT STATISTICS, EMPLOYMENT LEVEL, VETERANS, UNEMPLOYMENT, LABOR MARKET, RACIAL DISTRIBUTION, AGE GROUPS, WORK EXPERIENCE, EMPLOYMENT QUALIFICATIONS, VIETNAM VETERANS
A SPECIAL LABOR FORCE REPORT SHOWS THAT EMPLOYMENT OF VETERANS AGED 20 TO 34 ROSE STEADILY IN 1973 AND THE FIRST HALF OF 1974. (AUTHOR)
ERIC: EJ102164

2556 JOB TENURE OF WORKERS, JANUARY 1968. SEP 69
OBOYLE, EDWARD J.
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
MONTHLY LABOR REVIEW:V92 N9 PP16-23 SEP 1969
NOTES: 28P.; REPRINT 2637
AGE, CAUCASIANS, EMPLOYMENT, FEMALES, JOB TENURE, LABOR FORCE, MALES, NEGROES, SURVEYS, TABLES (DATA)
JOB TENURE IS DETERMINED BY THE INTERACTION OF SUCH LABOR DEMAND FACTORS AS WAGES, HOURS, WORKING CONDITIONS, JOB DUTIES AND RESPONSIBILITIES WITH SUCH LABOR SUPPLY FACTORS AS WORKER PREFERENCES AND ON-THE-JOB PERFORMANCE. AT ANY ONE POINT IN TIME THESE FACTORS VARY FROM ONE PERSON TO THE NEXT, AND AT DIFFERENT POINTS IN TIME DIFFERENT SETS OF FORCES ARE LIKELY TO INFLUENCE THE JOB ATTACHMENT OF THE SAME INDIVIDUAL. NEARLY ALL OF THE EVIDENCE EXAMINED INDICATED THAT A STRONG CORRELATION BETWEEN JOB TENURE AND AGE EXISTED AMONG MALES, FEMALES, NEGROES, AND CAUCASIANS. OTHER FACTORS WHICH INFLUENCED JOB TENURE WERE MILITARY SERVICE AND COMPULSORY AND VOLUNTARY RETIREMENT. SURVEYS WERE MADE IN 1963 AND 1968 WHICH ESTIMATED THE PROBABILITY OF WORKING FOR THE SAME EMPLOYER 5 YEARS LATER OF EMPLOYEES WHO HAD 5 TO 10, 10 TO 15, AND 15 OR MORE YEARS OF SERVICE. IN ALL THREE LENGTH OF SERVICE CLASSES, RETENTION RATES WERE HIGHEST FOR MEN IN THEIR THIRTIES OR FORTIES AND LOWEST FOR THOSE OVER 50 YEARS OF AGE. (BC)
ERIC: ED052291 BUREAU OF LABOR STATISTICS, U.S. DEPARTMENT OF LABOR, 14TH STREET AND CONSTITUTION AVE., N.W., WASHINGTON, D.C. 20210 (SINGLE COPIES AVAILABLE)

2557 JOB TENURE OF WORKERS, JANUARY 1973 DEC 74
HAYGHE, HOWARD
MONTHLY LABOR REVIEW:97:12:53-7
JOB TENURE, OCCUPATIONAL SURVEYS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, LABOR FORCE, TABLES (DATA), RACIAL FACTORS, AGE DIFFERENCES, OCCUPATIONAL MOBILITY
ERIC: EJ107104

2558 JOB TITLE REVISIONS TO ELIMINATE SEX- AND AGE-REFERENT LANGUAGE FROM THE DICTIONARY OF OCCUPATIONAL TITLES, THIRD EDITION. 75
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 363P.; FOR VOLUMES 1 AND 2 OF THE DICTIONARY OF OCCUPATIONAL TITLES, SEE ED 013 963-964
DICTIONARIES, OCCUPATIONAL CLUSTERS, OCCUPATIONAL INFORMATION, OCCUPATIONS, SEX DISCRIMINATION, AGE DISCRIMINATION, DICTIONARY OF OCCUPATIONAL TITLES THIRD EDITION
THE PUBLICATION BRINGS JOB TITLES IN THE DICTIONARY OF OCCUPATIONAL TITLES, THIRD EDITION, INTO CONFORMANCE WITH EQUAL EMPLOYMENT LEGISLATION AND WITH RECENT ADMINISTRATION POLICY STATEMENTS AND INSTRUCTIONS WHICH PROHIBIT THE USE OF SEX- AND/OR AGE-REFERENT LANGUAGE BY THE PUBLIC EMPLOYMENT SERVICE. JOB TITLES THAT HAVE SEX AND/OR AGE IDENTIFICATION ARE, WHEREVER POSSIBLE, REVISED IN FAVOR OF TITLES THAT DO NOT CONNOTE AGE OR SEX. NEARLY 3,500 JOB TITLES HAVE BEEN REVISED AND ARE LISTED IN THE PUBLICATION, INCLUDING APPROXIMATELY 2,200 BASE JOB TITLES, 130 DEFINED RELATED JOB TITLES, 1,100 UNDEFINED RELATED JOB TITLES, THREE MASTER DEFINITION TITLES, AND 60 TERM TITLES. FIVE DIFFERENT JOB TITLE DATA ARRANGEMENTS ARE PROVIDED: (1) AN ALPHABETICAL LISTING BY CURRENT DICTIONARY OF OCCUPATIONAL TITLES, THIRD EDITION, JOB TITLES WHICH ARE AFFECTED BY THIS REVISION; (2) A NUMERICAL LISTING BY THE NINE-DIGIT CODES OF THE DICTIONARY JOB TITLES AFFECTED BY THIS LISTING; (3) AN ALPHABETICAL LISTING BY REVISED JOB TITLES; (4) AN ALPHABETICAL LISTING BY CURRENT DICTIONARY OF OCCUPATIONAL TITLES, THIRD EDITION, MASTER DEFINITIONS AND TERM TITLES WHICH ARE AFFECTED BY THIS LISTING; AND (5) AN ALPHABETICAL LISTING BY REVISED MASTER DEFINITION AND TERM TITLES. (AUTHOR/EC)
ERIC: ED114580 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($4.30)

2559 JOB TRAINING RESEARCH REPORT NUMBER FOUR. 67
AMERICAN SOCIETY FOR PERSONNEL ADMINISTRATION.; MANPOWER RESEARCH COUNCIL, MILWAUKEE, WIS.
NOTES: 10P.
EDUCATIONAL PROBLEMS, EDUCATIONAL SUPPLY, EMPLOYER ATTITUDES, FEDERAL PROGRAMS, INDUSTRIAL TRAINING, JOB TRAINING, MANPOWER DEVELOPMENT, NATIONAL SURVEYS, PROGRAM EVALUATION, VOCATIONAL EDUCATION, JOB CORPS, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, NDTA PROGRAMS
THIS DOCUMENT CONTAINS A SUMMARY OF A SURVEY OF 930 COMPANIES EMPLOYING 4,375,665 PERSONS THROUGHOUT THE UNITED STATES. THE SURVEY SPECIFICALLY DEALS WITH THE COMPANIES EXPERIENCES WITH IN-PLANT AND OUTSIDE AGENCY JOB TRAINING PROGRAMS. SOME OF THE FINDINGS

(CONT.)

2559 WERE (1) RESPONDENTS FEEL THAT THERE ARE NUMEROUS INSTITUTIONS AT WORK IN THE COMMUNITY TO PROVIDE SKILL TRAINING, BUT 60 PERCENT FEEL THAT THIS TRAINING FALLS SHORT OF THEIR COMPANY NEEDS, (2) PARTICIPANTS EXPRESSED GREAT WILLINGNESS TO SERVE ON ADVISORY BOARDS, (3) ABOUT 50 PERCENT FELT THEIR UNIVERSITIES LACK ADEQUATE VOCATIONAL TRAINING FACILITIES AND RECOMMENDED PUBLIC HIGH SCHOOL AND IN-PLANT TRAINING AS THE SOLUTION, (4) OVER 85 PERCENT ARE IN FAVOR OF DEVELOPMENT OF PUBLIC VOCATIONALLY ORIENTED TECHNICAL COLLEGES ON A 2-YEAR BASIS, (5) 17 PERCENT HAVE ESTABLISHED TRAINING PROGRAMS WITH A VIEW TO ATTRACTING MINORITY WORKERS AND 50 PERCENT FELT THEIR PROGRAMS WERE SUCCESSFUL, (6) MANPOWER DEVELOPMENT TRAINING ADMINISTRATION HAS NOT HELPED FIND QUALIFIED EMPLOYEES FOR 90 PERCENT OF THE RESPONDENTS, AND (7) ONLY 19 PERCENT HAVE EMPLOYED PERSONS TRAINED IN JOB CORPS CENTERS, AND OF THAT GROUP, 60 PERCENT REGARD THE EXPERIENCE AS SATISFACTORY. (MM)
ERIC: ED025635

2560 JOB TRAINING THE WIN PROGRAM FOR WELFARE MOTHERS. MAR 72
SMITH, GEORGINA M.
RUTGERS, THE STATE UNIV., NEW BRUNSWICK, N.J. INST. OF MANAGEMENT AND LABOR RELATIONS. NEW JERSEY STATE DEPT. OF LABOR AND INDUSTRY, TRENTON.
NOTES: 201P.
CHANGING ATTITUDES, COMPARATIVE ANALYSIS, JOB TRAINING, MOTHERS, PROGRAM EVALUATION, SELF CONCEPT, TABLES (DATA), TECHNICAL REPORTS, WELFARE RECIPIENTS, WORKING WOMEN, WIN, WORK INCENTIVE PROGRAM
LOCAL RESULTS OF THE WORK INCENTIVE (WIN) PROGRAM, THE FIRST NATIONWIDE EMPLOYMENT PROGRAM WITH THE CLEAR OBJECTIVE OF SERVING FEMALE HEADS OF FAMILIES, ARE REPORTED ON. TWO WIN PROJECTS OPERATING IN LABOR MARKETS OF DIFFERENT CHARACTERISTICS--ONE RELATIVELY STABLE AND PROSPEROUS, THE OTHER SUBJECT TO SEASONAL FLUCTUATION BUT SHOWING SOME SIGN OF EMPLOYMENT GROWTH--WERE CHOSEN FOR STUDY. THESE WERE PATERSON AND ASBURY PARK, N.J. AN EXAMINATION OF FILE DATA FOR ALL FEMALE PARTICIPANTS ACTIVE IN NOVEMBER 1969 WAS CONDUCTED TO ANALYZE THE EMPLOYMENT IMPACT OF THE PROGRAM AT THE TWO SITES. A CONTROL GROUP OF 40 NON-PARTICIPANTS WAS ORGANIZED TO DETERMINE WHAT WOULD HAPPEN TO THOSE NOT ENROLLED IN THE PROGRAM. RESULTS INCLUDE (1) A SUBSTANTIAL EVIDENCE OF OCCUPATIONAL UPGRADING AMONG PARTICIPANTS, AND (2) IMPROVED ATTITUDE AND SELF-CONCEPT AMONG PARTICIPANTS. RECOMMENDATIONS ARE INCLUDED. (CK)
ERIC: ED074319

2561 JOB TRAINING AND PLACEMENT FOR OFFENDERS AND EX-OFFENDERS. APR 75
MCCREARY, PHYLLIS GROOM;MCCREARY, JOHN M.
AMERICAN CORRECTIONAL ASSOCIATION, COLLEGE PARK, MD. NATIONAL INST. OF LAW ENFORCEMENT AND CRIMINAL JUSTICE (DEPT. OF JUSTICE/LEAA), WASHINGTON, D.C.
NOTES: 108P.; PAGE 90 OF THE APPENDIX IS OF MARGINAL LEGIBILITY
COMMUNITY PROGRAMS, CORRECTIONAL REHABILITATION, CRIMINALS, EMPLOYMENT INTERVIEWS, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, JOB DEVELOPMENT, JOB PLACEMENT, JOB TRAINING, MANPOWER DEVELOPMENT, PROGRAM ADMINISTRATION, PROGRAM EVALUATION, PROGRAM PLANNING, VOCATIONAL REHABILITATION, EXOFFENDERS
THE DOCUMENT WAS WRITTEN FOR THOSE WHO ARE PLANNING NEW MANPOWER SERVICES FOR OFFENDERS AND EX-OFFENDERS OR WHO ARE ADMINISTERING OR EMPLOYED IN VARIOUS INSTITUTIONAL OR COMMUNITY-BASED PROGRAMS THAT PREPARE THEM TO FIND JOBS AND ACQUIRE SKILLS TO RAISE THEIR INCOME. PART 1 ESTABLISHES A FRAMEWORK FOR THE GUIDELINES PRESENTED IN THE REST OF THE VOLUME AND DESCRIBES THE ROLE OF MANPOWER SERVICES, ECONOMIC PROBLEMS AND JOB NEEDS OF OFFENDERS, AND THE DEVELOPMENT OF INSTITUTIONAL AND COMMUNITY ACTIVITIES TO HELP THE OFFENDER ESTABLISH HIMSELF IN A LAWFUL OCCUPATION. PART 2 OFFERS INFORMATION ON HOW TO (1) HELP AN INDIVIDUAL PREPARE HIMSELF FOR A JOB, (2) DEVELOP JOBS, (3) SEE THAT FORMER OFFENDERS ARE PROPERLY PLACED, AND (4) CREATE A STABLE RELATIONSHIP BETWEEN THE EMPLOYER AND THE EMPLOYEE. PART 3 DETAILS PROGRAM PLANNING, ADMINISTRATION, AND EVALUATION. A FINAL PART BRIEFLY SUMMARIZES THE ELEMENTS OF A MODEL MANPOWER SERVICES PROGRAM. APPENDED ARE SAMPLES OF ORIENTATION MATERIAL, AN EMPLOYMENT INTERVIEW GUIDE, JOB APPLICATION FORMS, SAMPLE PROGRAM PLANNING CHARTS, SAMPLE DETERMINATION OF STAFF REQUIREMENTS, AND A CRITERIA AND RATING SCALE FOR HIRING EX-OFFENDERS. ALSO INCLUDED IS A 69-ITEM SELECTED BIBLIOGRAPHY. (AUTHOR/MS)
ERIC: ED119010 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NO. 027-000-00305-2: $1.90)

2562 JOB TRAINING PLACEMENT FOR RETARDED YOUTH A SURVEY JUN 76
BECKER, RALPH L.
MENTAL RETARDATION;14;3;7-11
MENTALLY HANDICAPPED, SURVEYS, JOB PLACEMENT, WORK STUDY PROGRAMS, EXCEPTIONAL CHILD RESEARCH, PREVOCATIONAL EDUCATION, EMPLOYMENT, CAREER EDUCATION
ERIC: EJ142943

2563 THE JOB VACANCY-UNEMPLOYMENT RATIO AND LABOR-FORCE PARTICIPATION 1976
ALBAN, E.; JACKSON, M.
INDUSTRIAL AND LABOR RELATIONS REVIEW, VOL.29, NO.3, APRIL 1976, P. 412-419. BIBLIOG. 10
ECONOMICS, LABOR FORCE, LABOR MARKET, MODELING, UNEMPLOYMENT
A MODEL OF THE LABOR MARKET IS DEVELOPED BASED ON THE RATIO OF JOB VACANCIES TO TOTAL UNEMPLOYMENT. THIS RATIO IS FOUND TO BE A GOOD INDICATOR OF LABOR FORCE PARTICIPATION.
MGMT: ILR7690412

2564 JOB VALUES OF EDUCATIONALLY DISADVANTAGED STUDENTS. 68
ROSEN, JULIUS
CITY UNIV. OF NEW YORK, N.Y. CITY COLL.
NOTES: 68P.
DISADVANTAGED YOUTH, GROUP NORMS, OCCUPATIONAL ASPIRATION, SECONDARY EDUCATION, VALUES, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION
A JOB VALUES INVENTORY AND A JOB VALUES RANKING SCALE WERE DEVELOPED TO EXPLORE THE WORK VALUES OF EDUCATIONALLY DISADVANTAGED YOUTH. SUBJECTS WERE 100, 12TH-GRADE STUDENTS ENROLLED IN A SUMMER, DAY HIGH-SCHOOL OF THE NEW YORK CITY BOARD OF EDUCATION. THE SAMPLE WAS CLASSIFIED AS EDUCATIONALLY DISADVANTAGED BECAUSE STUDENTS WERE REPEATING SUBJECTS, BEHIND GRADE LEVELS, POSSIBLY UNABLE TO GRADUATE ON TIME, AND BELOW AVERAGE IN READING ABILITY. THE JOB VALUES SCALE IS A FIVE-POINT LIKERT-TYPE SCALE ON WHICH HIGH-RIGID OR LOW-RIGID VOCATIONAL VALUES SYSTEMS ARE INDICATED. THE JOB VALUES RANKING SCALE CONSISTS OF SEVEN ITEMS TO BE RANKED IN ORDER OF IMPORTANCE. RESULTS SHOW A NEED FOR SEPARATE SCALES FOR MEN AND WOMEN, AND INDICATE SOME VOCATIONAL VALUE MODELS CONTRADICTORY TO THE ACCEPTED MODEL OF THE EDUCATIONALLY DEPRIVED INDIVIDUAL AS ONE WHO SEEKS IMMEDIATE GRATIFICATION. MIDDLE CLASS VALUES OF CREATIVITY AND EXCITEMENT, FOR INSTANCE, ARE CHOSEN BY BOTH HIGH AND LOW RIGID SCORERS IN THE DEPRIVED SAMPLE. THE VALUE OF BASING EDUCATIONAL-OCCUPATIONAL PROGRAMS ON EITHER THE EDUCATIONALLY DEPRIVED OR THE MIDDLE CLASS MODEL ALONE IS QUESTIONED IN LIGHT OF THE OBSERVED COMMUNALITIES AND DISCREPANCIES BETWEEN THESE MODELS. (3P)
ERIC: ED025809 ASSOCIATED EDUCATIONAL SERVICES CORPORATION, SIMON AND SCHUSTER, INC., 630 FIFTH AVENUE, NEW YORK, NEW YORK 10020.

2565 A JOB-BIAS RULING IN FAVOR OF WHITE MALES 1976
BUSINESS WEEK, NO.2440, JULY 12, 1976, P. 30-32.
CIVIL RIGHTS, DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, HIRING, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, LITIGATION, MINORITIES IN BUSINESS, PROMOTION, WOMEN IN BUSINESS
THE SUPREME COURT RULED THAT 1964 CIVIL RIGHTS ACT HIRING AND PROMOTION STANDARDS APPLY TO WHITE MALES AS WELL AS MINORITIES IN A CASE INVOLVING THE FIRING OF TWO WHITES AND RETENTION OF A BLACK CHARGED WITH THE SAME OFFENSE. OTHER PROVISIONS INCLUDE PROMOTION OF BLACKS DENIED JOBS IN PAST AND INVESTIGATION OF PERSONNEL POLICY AT UTILITY COMPANIES.
MGMT: BWE76G1230-1

2566 JOB-FLO HOW TO LEARN IF THERES A JOB IN DALLAS WHEN YOURE JOBLESS IN DES MOINES SUM 76
BAXTER, NEALE
OCCUPATIONAL OUTLOOK QUARTERLY:20:2:2-7
JOB MARKET, EMPLOYMENT OPPORTUNITIES, LABOR MARKET, MANPOWER NEEDS, OCCUPATIONAL SURVEYS, INFORMATION DISSEMINATION, LABOR SUPPLY, JOB FLO, JOB BANKS
JOB-FLO, A MONTHLY REPORT BY THE EMPLOYMENT AND TRAINING ADMINISTRATION OF THE U.S. DEPARTMENT OF LABOR, INCLUDES ONLY OCCUPATIONS FOR WHICH HIGH DEMAND EXISTS IN JOB BANKS (1,000 OR MORE TOTAL MONTHLY VACANCIES). A LISTING OF JOB BANK DISTRICTS WHICH REPORT ON FREQUENTLY LISTED OPENINGS IS INCLUDED. (EA)
ERIC: EJ140929

2567 JOB-ORIENTED EDUCATION PROGRAMS FOR THE DISADVANTAGED. SCHOOLS AND INDUSTRY COOPERATE. PREP-9, 69
BANTA, TRUDY W.:AND OTHERS
TENNESSEE UNIV., KNOXVILLE. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 76P.
DISADVANTAGED GROUPS, EDUCATIONAL PROGRAMS, EMPLOYMENT OPPORTUNITIES, INDUSTRIAL TRAINING, MANPOWER DEVELOPMENT, POTENTIAL DROPOUTS, TRAINING TECHNIQUES, UNDEREMPLOYED, UNEMPLOYED, PUTTING RESEARCH INTO EDUCATIONAL PRACTICE (PREP), TARGETED COMMUNICATIONS PROGRAM
THE ALLIANCE OF PRIVATE INDUSTRY AND THE SCHOOLS HAS PRODUCED MANY EXCELLENT JOB-ORIENTED EDUCATION PROGRAMS FOR THE POTENTIAL SCHOOL DROPOUT, THE HARD-CORE UNEMPLOYED, AND THE UNDEREMPLOYED. HOWEVER, THE MAJORITY OF EDUCATORS AND BUSINESSMEN THROUGHOUT THE COUNTRY PROBABLY ARE NOT AWARE OF THE VARIETY OF COOPERATIVE TRAINING VENTURES THAT HAVE BEEN ATTEMPTED BECAUSE NO DETAILED COMPILATION OF INFORMATION ABOUT SUCH PROGRAMS HAS BEEN AVAILABLE. SUCH A REPORT HAS NOW BEEN PREPARED ON A PROJECT SUPPORTED BY THE U. S. OFFICE OF EDUCATION THROUGH ITS TARGETED COMMUNICATIONS PROGRAM. THE FOUR DOCUMENTS INCLUDED IN THIS KIT ARE (NO. 9-A) A SURVEY OF EXISTING COOPERATIVE JOB-ORIENTED EDUCATION PROGRAMS WHICH PROVIDES A BRIEF DESCRIPTION OF 61 EXEMPLARY PROGRAMS AND CLASSIFIES THE PROGRAMS BY TARGET POPULATION TYPE OF PROGRAM, TYPE OF SPONSORING COMPANY, ORGANIZATION, AND STATE; (NO. 9-B) IS A SYNTHESIS AND ANALYSIS OF DATA FROM QUESTIONNAIRES COMPLETED BY THE PARTICIPATING SCHOOL AND BUSINESS PERSONNEL ON THEIR PROGRAMS; (NO. 9-C) GIVES A MORE DETAILED DESCRIPTION OF 15 OF THE EXEMPLARY PROGRAMS; AND (NO. 9-D) IS A LIST OF CURRENT SELECTED ERIC DOCUMENTS ON PREPARING THE DISADVANTAGED FOR THE WORLD OF WORK. A RELATED DOCUMENT IS ED 034 086. (ON)
ERIC: ED034085

2568 JOB-PLACEMENT SERVICES FOR EX-OFFENDERS AN EVALUATION OF THE MICHIGAN COMPREHENSIVE OFFENDER MANPOWER PROGRAM (COMP) JOB-PLACEMENT EFFORTS SUM 76
BORUS, MICHAEL E.:AND OTHERS
JOURNAL OF HUMAN RESOURCES:11:3:391-401
JOB PLACEMENT, EMPLOYMENT PROGRAMS, DATA ANALYSIS, PROGRAM EVALUATION, PRISONERS,

(CONT.)

2568 EMPLOYMENT PROBLEMS, PROGRAM DESCRIPTIONS, EVALUATION METHODS, TABLES (DATA), EXOFFENDERS, MICHIGAN COMPREHENSIVE OFFENDER MANPOWER PROGRAM, COMP
THE EVALUATION IS PRESENTED WITH PARTICULAR ATTENTION ON THE EMPLOYER CONTACT SPECIALIST (ECS) COMPONENT WHICH PROVIDES ASSISTANCE BEFORE, DURING, AND AFTER THE EX-OFFENDERS EMPLOYMENT. THE EVALUATION CONCLUDES THAT THE JOB PLACEMENT SERVICES OF COMP WAS A FAILURE. (EC)
ERIC: EJ142428

2569 JOB-READYING THE SPECIAL-NEEDS STUDENT JAN-FEB 70
ANDREWS, MARGARET
BUSINESS EDUCATION WORLD:50:4:6-7
BUSINESS EDUCATION, DISADVANTAGED YOUTH, ENTRY WORKERS, RELEVANCE (EDUCATION), TEACHING METHODS, VOCATIONAL EDUCATION
ERIC: EJ049745

2570 JOB-RELATED ATTITUDES OF NON-JOURNEYMAN FAA AIR TRAFFIC CONTROLLERS AND FORMER CONTROLLERS A SEX COMPARISON AUG 74
MATHEWS, JOHN J.:COLLINS, WILLIAM E.:COBB, BART B.
CIVIL AEROMEDICAL INST OKLAHOMA CITY OKLA FEDERAL AVIATION ADMINISTRATION, WASHINGTON, D.C.
NOTES: FAA-AM-3-73-PSY-43:FAA-AM-C-74-PSY-43
AIR TRAFFIC CONTROLLERS, TRAINING, ATTITUDES(PSYCHOLOGY), COMPARATIVE STUDIES, NTISDODFAA, NTISDOT
ATC ATTRITION RATES HAVE BEEN INVESTIGATED RECENTLY FOR SEX DIFFERENCES IN THE PROPORTION OF TRAINEES COMPLETING FAA ACADEMY TRAINING: THE PERCENTAGE OF WOMEN WHO SUBSEQUENTLY LEFT ATC WORK WAS TWICE THAT OF MEN. IN THE PRESENT COMPARISON, QUESTIONNAIRES CONCERNING ASPECTS OF JOB-RELATED ATTITUDES WERE GIVEN TO 56 MALE AND 56 FEMALE FORMER TRAINEES (ATTRITIONS) WHO WERE MATCHED ON SEVERAL VARIABLES, AND ALSO TO A SAMPLE OF CONTROLLERS (63 WOMEN AND 63 MATCHED MEN) WHO ENTERED TRAINING AT THE SAME TIME AS THE AT. ITIONS, BUT WHO WERE STILL IN ATC WORK (RETENTIONS). THE RESULTS ARE REPORTED.
NTIS: AD-787 238/3SL NTIS PRICES PC$3.25/MF$2.25

2571 JOB-RELATED BEHAVIOR RATING SCALE REPORT OF A PRELIMINARY STUDY FOR OEO 69 MAR
BUEHLER, ROY E.
TRAINING DEVELOP J:23:3:14-20
BEHAVIOR, CRITERIA, JOB TRAINING, MANPOWER DEVELOPMENT, RATING SCALES, RESEARCH, JOB CORPS
ERIC: EJ002416

2572 JOB/BEHAVIORAL ANALYSIS MANUAL. APR 72
SMITH, RUSSELL L.:AND OTHERS
MENTEC CORP., LOS ANGELES, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 21P.
BEHAVIORAL COUNSELING, BEHAVIOR CHANGE, DISADVANTAGED GROUPS, HUMAN ENGINEERING, JOB ANALYSIS, SOCIAL REINFORCEMENT, SUPERVISORY TRAINING, WORK ATTITUDES, OPERATION PATHFINDER
THIS MANUAL IS ONE OF FOUR DESIGNED TO HELP SUPERVISORS IN TRAINING HARD-CORE DISADVANTAGED EMPLOYEES. IT PROVIDES GUIDELINES FOR PRELIMINARY PROCEDURES BEFORE IMPLEMENTATION OF A SUPERVISOR TRAINING PROGRAM AND IS INTENDED FOR THE USE OF THOSE CHARGED WITH TRAINING SUPERVISORS. RELATED DOCUMENTS ARE AVAILABLE AS VT 018 032-018 035 IN THIS ISSUE. (MF)
ERIC: ED070836

2573 JOBFINDING TECHNIQUES FOR MATURE WOMEN. FEB 70
TERLIN, ROSE
WOMENS BUREAU (DOL), WASHINGTON, D.C.
NOTES: 44P.
EDUCATIONAL OPPORTUNITIES, EMPLOYMENT INTERVIEWS, EMPLOYMENT QUALIFICATIONS, FEMALES, GUIDELINES, JOB APPLICANTS, JOB APPLICATION, MIDDLE AGED, OCCUPATIONAL GUIDANCE
WRITTEN BY THE CHIEF OF SPECIAL PROJECTS OF THE WOMENS BUREAU AS A GUIDE FOR ASSISTING THE MATURE WOMAN IN PREPARING FOR AND FINDING EMPLOYMENT, THIS PAMPHLET CONTAINS SECTIONS ON (1) HOW TO DO A SELF-INVENTORY, (2) HOW TO PREPARE A RESUME, (3) THE JOBHUNT, (4) HOW TO PREPARE A LETTER OF APPLICATION, (5) GUIDES TO AN EFFECTIVE INTERVIEW, AND (6) TRAINING OPPORTUNITIES. SELECTED READINGS AND ADDRESSES OF AGENCIES AND ORGANIZATIONS ARE APPENDED. (SB)
ERIC: ED050229 WOMENS BUREAU, WAGE AND LABOR STANDARDS ADMINISTRATION, DEPT. OF LABOR, WASHINGTON, D.C. (NO CHARGE)

2574 JOBLESS PAY FUNDS GO DEEPER IN DEBT 1977
BUSINESS WEEK, NO.2471, FEB 21, 1977, P. 30.
DEFICIT, ECONOMICS, GOVERNMENT SPENDING, LOAN, PUBLIC ADMINISTRATION, STATE GOVERNMENT, UNEMPLOYMENT
STATES HARD HIT BY RECESSION AND WEATHER-CAUSED UNEMPLOYMENT HAVE HAD TO BORROW HEAVILY ON GOVERNMENT FUNDS TO KEEP UP WITH UNEMPLOYMENT BENEFITS.
MGMT: BWE7732130-1

2575 THE JOBLESS RATE HITS A DEPRESSING RECORD 1975
BUSINESS WEEK, NO.2369, FEB 24, 1975, P. 19.
ECONOMICS, HUMAN RESOURCE DEVELOPMENT, INVENTORY, LABOR MARKET, LAYOFF, MANAGEMENT, MANUFACTURING, RECESSION, UNEMPLOYMENT
UNEMPLOYMENT HAS BEEN GREATEST IN THE GOODS-PRODUCING SECTORS OF INDUSTRY, WHILE STATE AND LOCAL GOVERNMENT PAYROLLS CLIMBED.
MGMT: BWE7532419-1

2576 JOBS AND ENERGY 1976
BRENNAN, P.
VITAL SPEECHES, VOL.43, NO.4, DEC 1, 1976, P. 115-117.
ECONOMIC GROWTH, ECONOMICS, ENERGY, EXTERNAL ENVIRONMENT, UNEMPLOYMENT
DESCRIBES THE EFFORTS OF THE VOLUNTARY NEW YORK STATE COMMITTEE FOR JOBS AND ENERGY INDEPENDENCE TO PROMOTE ECONOMIC GROWTH AND THE UTILIZATION AND DEVELOPMENT OF ALTERNATE ENERGY SOURCES.
MGMT: VIT76L0145

2577 JOBS AND INCOME FOR NEGROES. POLICY PAPERS IN HUMAN RESOURCES AND INDUSTRIAL RELATIONS NO. 6. MAY 68
KILLINGSWORTH, CHARLES C.
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS.; NATIONAL MANPOWER POLICY TASK FORCE, WASHINGTON, D.C.
NOTES: 99P.
DEMOGRAPHY, EMPLOYMENT OPPORTUNITIES, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MIGRATION, NEGRO EMPLOYMENT, NEGROES, RACIAL DISCRIMINATION, SOCIOECONOMIC STATUS, UNEMPLOYMENT
IN SPITE OF INCREASINGLY EFFECTIVE ANTI-DISCRIMINATION LAWS AND A REDUCTION IN THE EDUCATIONAL DIFFERENTIAL BETWEEN BLACKS AND WHITES, THE RAPID ECONOMIC PROGRESS MADE BY NEGROES IN THE 1940S AND EARLY 1950S HAS NOT CONTINUED. THIS STUDY FINDS EVIDENCE THAT LABOR MARKET ADJUSTMENTS AND POPULATION CHANGES ARE MAJOR FACTORS. THE LABOR MARKET DISTORTIONS OF WORLD WAR II INDUCED THE NORTHWARD MIGRATION OF MANY UNSKILLED BLACKS, WHO WERE LATER DISPLACED BY WHITE FARM WORKERS WHEN TECHNOLOGICAL CHANGE FORCED MANY WORKERS OUT OF AGRICULTURE. DECENTRALIZATION OF MANUFACTURING AND MIGRATION TO THE SUBURBS FURTHER ISOLATED URBAN BLACKS FROM EMPLOYMENT OPPORTUNITIES. COMPOUNDED BY A NEGRO POPULATION EXPLOSION, THE EMPLOYMENT PROBLEMS OF YOUNG BLACKS ARE EXPECTED TO CONTINUE OR EVEN WORSEN. A REVIEW OF EXISTING POVERTY AND EMPLOYMENT PROGRAMS POINTS OUT THE NEED FOR A COMPREHENSIVE POLICY OF MANPOWER DEVELOPMENT WITHOUT RELIANCE ON ANY SINGLE POLICY. (8H)
ERIC: ED053299 PUBLICATIONS OFFICE, INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS, P.O. BOX 1567, ANN ARBOR, MICHIGAN 48106 ($2.00)

2578 JOBS AND SERVICES: TOWARD A LABOR-INTENSIVE ECONOMY 1977
GANS, H.J.
CHALLENGE, VOL.20, NO.3, JULY-AUGUST 1977, P. 41-45.
ECONOMICS, LABOR FORCE, LABOR SAVING MACHINERY, MULTINATIONAL CORPORATION, PRODUCTION, PRODUCTIVITY, TAX INCENTIVES, UNEMPLOYMENT
IF WE WISH TO END AMERICAS INCREASING UNEMPLOYMENT, WE MUST SHIFT TO A LABOR INTENSIVE ECONOMY. STEPS THAT COULD BE TAKEN IN THIS DIRECTION ARE THE ELIMINATION OF INVESTMENT CREDITS, AND THE ESTABLISHMENT OF TAX BREAKS FOR THOSE WHO CREATE JOBS. MULTINATIONAL CORPORATIONS SHOULD BE DISCOURAGED FROM MOVING JOBS ABROAD, AND JOBS SHOULD BE MOVED FROM DEFENSE TO LESS CAPITAL INTENSIVE INDUSTRIES, THUS FACILITATING THE CREATION OF HOPE JOBS.
MGMT: CHA77G0041

2579 JOBS FOR AMERICA. SEP 76
ECONOMIC DEVELOPMENT ADMINISTRATION (DOC), WASHINGTON, D.C.
NOTES: 92P.
ECONOMIC DEVELOPMENT, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, FEDERAL AID, JOB DEVELOPMENT, UNITED STATES
THIS DOCUMENT DESCRIBES A WIDE VARIETY OF SUCCESSFUL EXPERIENCES IN CREATING EMPLOYMENT AND BETTER INCOMES THROUGH ECONOMIC GROWTH. THESE DESCRIPTIONS TELL HOW LOCAL INITIATIVE, AIDED BY PROGRAMS OF THE ECONOMIC DEVELOPMENT ADMINISTRATION (U.S. DEPARTMENT OF COMMERCE), TRANSFORMED IDEAS INTO JOB OPPORTUNITIES. PROGRAMS ARE DESCRIBED FOR THE STATES OF NORTH CAROLINA, ARKANSAS, OKLAHOMA, MAINE, OREGON, ILLINOIS, MISSOURI, GEORGIA, MINNESOTA, CALIFORNIA, OHIO, COLORADO, WEST VIRGINIA, NEW MEXICO, MARYLAND, MASSACHUSETTS, PENNSYLVANIA, NORTH DAKOTA, ALASKA, KENTUCKY, MISSISSIPPI, TEXAS, TENNESSEE AND WASHINGTON, D.C. AND PUERTO RICO. (SH)
ERIC: ED137553

2580 JOBS FOR VETERANS WITH DISABILITIES. MANPOWER R+D MONOGRAPH 41. 75
WILSON, THURLOW R.;RICHARDS, JOHN A.
HUMAN RESOURCES RESEARCH ORGANIZATION, ALEXANDRIA, VA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. DL-21-51-73-46
NOTES: 45P.
EMPLOYER ATTITUDES, EMPLOYMENT PATTERNS, EMPLOYMENT PROBLEMS, EMPLOYMENT SERVICES, EQUAL OPPORTUNITIES (JOBS), GUIDES, JOB DEVELOPMENT, JOB PLACEMENT, LABOR SUPPLY, OCCUPATIONAL SURVEYS, PHYSICALLY HANDICAPPED, RESEARCH, VETERANS
RESEARCH FINDINGS ON THE EMPLOYMENT OF DISABLED VETERANS IN A PRACTICAL FORMAT ARE

(CONT.)
2580 PRESENTED FOR PEOPLE INTERESTED IN THE GOAL OF EQUAL EMPLOYMENT OPPORTUNITY FOR DISABLED VETERANS--JOB DEVELOPERS, VOCATIONAL COUNSELORS, SERVICE OFFICERS OF VETERANS ORGANIZATIONS, EMPLOYMENT SERVICE ADMINISTRATORS, AND EMPLOYERS. THE GUIDE CONTAINS FINDINGS FROM A HUMAN RESOURCES RESEARCH ORGANIZATION STUDY CONDUCTED TO IDENTIFY AND EXPLORE POSSIBLE SOLUTIONS FOR MAJOR PROBLEMS VETERANS WITH SERVICE-CONNECTED DISABILITIES ENCOUNTERED IN SEEKING AND HOLDING JOBS. FOR USER CONVENIENCE THE FINDINGS ARE PRESENTED HERE IN QUESTION-AND-ANSWER FORM (1) THE KINDS OF EMPLOYMENT DIFFICULTIES FACED BY VARIOUS KINDS OF DISABLED VETERANS, (2) HOW VARIOUS DISABLED VETERANS FIND JOBS, (3) JOB DEVELOPMENT AND PLACEMENT HELP VARIOUS DISABLED VETERANS WANT, (4) THE SUCCESS OR ORGANIZATIONS SUCH AS THE STATE EMPLOYMENT SERVICE AND THE VETERANS ADMINISTRATION IN PROVIDING EMPLOYMENT HELP TO DISABLED VETERANS, (5) THE NATURE OF EMPLOYER RESISTANCE TO, AND SUPPORT FOR, HIRING DISABLED VETERANS, (6) THE ARRANGEMENTS AND ACCOMMODATIONS THE AVERAGE EMPLOYER MAKES FOR DISABLED VETERANS ON THE JOB, AND (7) WHAT OUTSTANDING EMPLOYERS OF THE HANDICAPPED ARE DOING. THE GUIDE ALSO INCLUDES CASE HISTORIES OF FOUR DISABLED VETERANS AND A BRIEF DESCRIPTIVE LISTING OF MAJOR PROGRAMS TO ASSIST DISABLED VETERANS IN TRAINING AND EMPLOYMENT. (WL)
ERIC: ED128589 SUPERINTENDENT OF DOCUMENTS, U. S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D. C. 20402 (STOCK NUMBER 029-000-00238-0, $1.05)

2581 JOBS FOR WHICH A HIGH SCHOOL EDUCATION IS PREFERRED, BUT NOT ESSENTIAL. 76
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 20P.
DROPOUTS, EMPLOYMENT QUALIFICATIONS, EMPLOYMENT TRENDS, HIGH SCHOOL GRADUATES, JOB MARKET, OCCUPATIONAL INFORMATION, SEMISKILLED OCCUPATIONS, SERVICE OCCUPATIONS
THIS PAMPHLET LISTS THE OCCUPATIONS DISCUSSED IN THE OCCUPATIONAL OUTLOOK HANDBOOK FOR WHICH A HIGH SCHOOL EDUCATION IS PREFERRED, BUT NOT ESSENTIAL. OCCUPATIONAL INFORMATION IS PRESENTED IN A THREE-COLUMN FORMAT WHICH INCLUDES JOB TITLE, HIGHLIGHTS OF JOB QUALIFICATIONS, TRAINING, AND EMPLOYMENT OPPORTUNITIES AND TRENDS THROUGH 1985. INFORMATION ON NINETY JOBS IS PRESENTED UNDER THE FOLLOWING OCCUPATIONAL GROUPS FOUNDRY, MACHINING, INDUSTRIAL PRODUCTION AND RELATED OCCUPATIONS, CLERICAL, CLEANING AND RELATED OCCUPATIONS, FOOD SERVICE, PERSONAL SERVICE, PRIVATE HOUSEHOLD SERVICE, PROTECTIVE AND RELATED SERVICES, SALES, CONSTRUCTION, MERCHANT MARINE, RAILROAD, DRIVING, TELEPHONE CRAFT, MECHANICS AND REPAIRERS, SOCIAL SERVICE, NURSING, AND DESIGN. (SH)
ERIC: ED135989

2582 JOBS FOR WHICH A HIGH SCHOOL EDUCATION IS USUALLY REQUIRED. 76
BUREAU OF LABOR STANDARDS (DOL), WASHINGTON, D.C.
NOTES: 16P.
EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT QUALIFICATIONS, EMPLOYMENT TRENDS, HIGH SCHOOL GRADUATES, JOB TRAINING, OCCUPATIONAL INFORMATION
THIS DOCUMENT LISTS 61 OCCUPATIONS, EACH FOLLOWED BY A SUMMARY WHICH GIVES HIGHLIGHTS OF JOB QUALIFICATIONS AND TRAINING AND EMPLOYMENT TRENDS (1974-1985) FROM THE OCCUPATIONAL OUTLOOK HANDBOOK. IT IS NOTED THAT SPECIAL TALENTS, ATTITUDES, AND PERSONAL CHARACTERISTICS NOT MENTIONED IN THIS PUBLICATION MAY BE NEEDED FOR MANY OCCUPATIONS AND THAT SUGGESTIONS FOR EMPLOYMENT OPPORTUNITIES REFLECT CONDITIONS FORESEEN OVER THE 1974-1985 PERIOD FOR THE ENTIRE NATION, FOR ANY SINGLE YEAR OR ANY SPECIFIC LOCALITY. THE NUMBER OF PEOPLE EMPLOYED IN EACH OCCUPATION IN 1974 IS ALSO INCLUDED. THE 61 OCCUPATIONS ARE LISTED UNDER THE FOLLOWING BROADER CATEGORIES INDUSTRIAL PRODUCTION AND RELATED OCCUPATIONS (FOUNDRY, MACHINING, PRINTING, AND OTHER); OFFICE OCCUPATIONS (CLERICAL, BANKING, INSURANCE, ADMINISTRATIVE); SERVICE OCCUPATIONS (CLEANING, PROTECTIVE SERVICES, AND OTHER SERVICES); SALES OCCUPATIONS (AUTOMOBILE, AUTOMOBILE SERVICE, INSURANCE, MODELS, REAL ESTATE, AND WHOLESALE TRADE); CONSTRUCTION OCCUPATIONS; OCCUPATIONS IN TRANSPORTATION ACTIVITIES; SCIENTIFIC AND TECHNICAL OCCUPATIONS; MECHANICS AND REPAIRERS; HEALTH OCCUPATIONS (DENTAL, MEDICAL TECHNOLOGIST, AND OTHER); AND ART, DESIGN, AND COMMUNICATIONS-RELATED OCCUPATIONS. (WL)
ERIC: ED132395

2583 JOBS NOW PROJECT--SECOND YEAR, FINAL REPORT FOR PHASE ONE. 69
JOBS NOW PROJECT, CHICAGO, ILL. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF SPECIAL MANPOWER PROGRAMS.
NOTES: 121P.
CHARTS, DEMONSTRATION PROJECTS, DISADVANTAGED YOUTH, EMPLOYERS, JOB DEVELOPMENT, JOB PLACEMENT, RECRUITMENT, TABLES (DATA), YOUTH EMPLOYMENT, JOB COACHES
THIS MULTIFACETED, LARGE-SCALE E AND D PROJECT IN CHICAGO IS BASED ON THE MUCH-EMULATED HIRE NOW, TRAIN LATER CONCEPT WHICH HAS BECOME A FORCE IN THE CONCENTRATED EMPLOYMENT PROGRAM. DURING THE SECOND YEAR OF OPERATION, JOBS NOW WAS REDESIGNED TO BECOME A FOUR-COMPONENT PROGRAM, STRESSING BRIEF (2 WEEK) ORIENTATION FOR DISADVANTAGED YOUTH AND HEAVY INVOLVEMENT AND COOPERATION OF PRIVATE INDUSTRY. AN OUTLINE ELABORATES THE METHODOLOGY OF CONTACTING, INVOLVING, AND DEVELOPING CAPABILITY ON THE PART OF BUSINESS AND INDUSTRY SO THAT MOVEMENT FROM DISADVANTAGED STATUS TO MEANINGFUL EMPLOYMENT CAN BE FACILITATED. TWO SECTIONS OF THE REPORT ARE HANDBOOKS ON COACHING AND COUNSELING. STATISTICAL TABLES PROVIDE ANALYSIS AND EVALUATION OF ENROLLMENT, PLACEMENT, TEST SCORES, ENROLLEE PROFILE, AND INDUSTRY INVOLVEMENT. TABLES ARE SHOWN CORRELATING POST-PLACEMENT HIGH SUPPORT AND JOB RETENTION. RATHER THAN A DETAILED DIARY OF JOBS NOW, THIS REPORT IS A DELINEATION OF WHAT THE PROJECT PERSONNEL BELIEVE HAS BEEN DONE TO ACCOMPLISH IMPORTANT GOALS AND WHAT THEY THINK OTHERS CAN DO. THE FIRST YEAR REPORT IS AVAILABLE IN MANPOWER RESEARCH, 1969, AS MP 000 818. (AUTHOR/CO)
ERIC: ED065264

2584 JOBS NOW, A PROJECT TO FIND EMPLOYMENT FOR 3,000 YOUNG MEN AND WOMEN, PROVIDE A UNIFIED APPROACH TO EMPLOYMENT OF THE DISADVANTAGED AND TO OPERATE A SEMINAR CENTER FOR PERSONNEL INVOLVED IN THE RECRUITING, TRAINING, AND EMPLOYMENT. STATUS REPORT, NUMBER 3. MAY67
YMCA OF METROPOLITAN CHICAGO, ILL.
NOTES: 105P.
COMPARATIVE ANALYSIS, DISADVANTAGED YOUTH, EMPLOYMENT EXPERIENCE, EMPLOYMENT PROGRAMS, HUMAN RELATIONS, HYGIENE, INDIVIDUAL CHARACTERISTICS, JOB PLACEMENT, LESSON PLANS, MONEY MANAGEMENT, PERSONAL GROWTH, TRANSPORTATION, UNEMPLOYED, VOCATIONAL ADJUSTMENT, VOCATIONAL TRAINING CENTERS, WORKSHOPS, CHICAGO
THE GENERAL OBJECTIVE WAS TO HELP THE CLIENTS ATTAIN EMPLOYMENT READINESS. TWO-WEEK WORKSHOPS WERE HELD ON EACH OF THE FOLLOWING--TRANSPORTATION AND ORIENTATION TO THE CITY, GROOMING AND PERSONAL HYGIENE, MONEY MANAGEMENT, AND HUMAN RELATIONS TRAINING AND JOB ORIENTATION. DAILY LESSON PLANS WITH OBJECTIVES SPECIFICALLY RELATED TO THE WORLD OF WORK AND THE CLIENTS PERSONAL MANAGEMENT WERE DEVELOPED FOR EACH WORKSHOP. TEACHERS CONCENTRATED ON CONCRETE EXPERIENCES EXPRESSED IN SIMPLE QUANTITATIVE LANGUAGE FREE OF ABSTRACTIONS. QUESTIONS AND ANSWER SESSIONS, ROLE PLAYING, PROBLEM SOLVING, DISCUSSIONS, AND FIELD TRIPS WERE THE INSTRUCTIONAL METHODS USED. CLIENT GROWTH WAS JUDGED ON THE BASIS OF TEACHER OBSERVATION AND THE CLIENTS RESPONSE TO WORK EXPERIENCES. OF 1,218 CLIENTS ENROLLED, 831 COMPLETED ORIENTATION, AND 48 PERCENT OF THOSE WERE EITHER EMPLOYED OR ENROLLED IN OTHER PROGRAMS. CLIENTS WHO RETAINED JOBS WERE COMPARED TO THOSE WHO LOST THEM ON THE BASIS OF SEX, AGE, EDUCATION COMPLETED, I.Q., MARITAL STATUS, POLICE RECORD, WORK HISTORY, AND THE DEGREE OF HIGH SUPPORT (PERSONALIZED CONCERN FOR THE CLIENT) PRESENT IN THE JOB SITUATION. THERE WAS NO SIGNIFICANT DIFFERENCE BETWEEN THE TWO GROUPS OF CLIENTS EXCEPT ON THE FACTOR OF HIGH SUPPORT PRESENT IN THE JOB SITUATION. IT SEEMED TO CONTRIBUTE TO JOB RETENTION. A STUDY OF 10 PARTICIPATING COMPANIES PROVIDING HIGH SUPPORT AND 10 PROVIDING LITTLE OR NO HIGH SUPPORT SHOWED THAT THE FORMER RETAINED 82 PERCENT OF THE CLIENTS WHILE THE LATTER RETAINED ONLY 28 PERCENT OF THE CLIENTS EMPLOYED. (EM)
ERIC: ED016125

2585 JOBS, EDUCATION, AND TRAINING RESEARCH OF A PROJECT COMBINING ON-THE-JOB AND LITERACY TRAINING FOR THE DISADVANTAGED 1969
DROTNING, JOHN E.;LIPSKY, DAVID B.;FOTTLER, MYRON D.
STATE UNIV. OF NEW YORK, BUFFALO. DEPT. OF INDUSTRIAL RELATIONS.
CONTRACT NO. OL-41-8-005-34
NOTES: FINAL REPT. ON PHASE 1 49P
INDUSTRIAL TRAINING, EFFECTIVENESS, JET PROJECT, DISADVANTAGED GROUPS
THE REPORT SUMMARIZES FOUR AREAS OF ACTIVITY. FIRST IS THE DEVELOPMENT OF A RESEARCH METHODOLOGY, THE IMPLEMENTATION OF A STUDY DESIGN, AND THE CONSTRUCTION OF QUESTIONNAIRES FOR EMPLOYERS PARTICIPATING IN PROJECT JET AND JET TRAINEES. SECOND IS CONSIDERATION OF SEVERAL GENERAL PROBLEMS ENCOUNTERED. THIRD IS AN OUTLINE OF SOME OF OUR TENTATIVE CONCLUSIONS ABOUT THE OPERATION OF PROJECT JET. FOURTH IS AN OUTLINE OF THE OBJECTIVE AND PROCEDURE SUGGESTED AS MAJOR ACTIVITIES FOR CONSIDERATION IN FUTURE WORK. (AUTHOR)
NTIS: PB-183 331 CFSTI PRICES PC$6.00 MF$0.95

2586 JOBS, EDUCATION, AND TRAINING: RESEARCH OF A PROJECT COMBINING ON-THE-JOB AND LITERACY TRAINING FOR THE DISADVANTAGED. 69
DROTNING, JOHN E.;AND OTHERS
STATE UNIV. OF NEW YORK, BUFFALO. DEPT. OF INDUSTRIAL RELATIONS.
NOTES: 49P.; FINAL REPORT ON PHASE 1.
DISADVANTAGED GROUPS, EDUCATIONAL OBJECTIVES, EXPERIMENTAL PROGRAMS, INDUSTRY, INTERPERSONAL RELATIONSHIP, LITERACY EDUCATION, MANPOWER DEVELOPMENT, ON THE JOB TRAINING, PROGRAM EVALUATION, QUESTIONNAIRES, RESEARCH METHODOLOGY, SCHEDULING, TRANSPORTATION, BUFFALO, NEW YORK STATE, PROJECT JET
A STUDY WAS BEGUN OF THE IMPACT OF PROJECT JET (JOBS, EDUCATION, TRAINING), A PROGRAM OF ON THE JOB TRAINING AND LITERACY EDUCATION FOR DISADVANTAGED GROUPS, ON 187 PARTICIPATING COMPANIES IN BUFFALO, NEW YORK, DURING 1966-68. A QUESTIONNAIRE WAS DEVISED FOR TOP MANAGERS, IMPLANT PROJECT ADMINISTRATORS, AND A SAMPLE GROUP OF NONPARTICIPATING MANAGERS; A TRAINEE QUESTIONNAIRE IS ALSO BEING DEVELOPED. PROBLEMS HAVE INCLUDED THE CHOICE OF INTERVIEWEES AND THE RISK OF PROGRAM DISCONTINUATION. THESE WERE AMONG THE OBSERVATIONS AND CONCLUSIONS (1) EMPLOYEES HAVE INCORRECTLY PERCEIVED JETS OBJECTIVES; (2) PROBLEMS HAVE DEVELOPED BETWEEN TRAINEES, THEIR SUPERVISORS, AND COWORKERS; (3) THE SYSTEM OF TWO HOURS OF TUTORING AND SIX HOURS OF WORK IS NOT THE MOST SUITABLE FOR MANY EMPLOYERS; (4) MOST JET TRAINEES HAVE A TRANSPORTATION PROBLEM, AND MANY WERE PLACED IN JOBS WITH LIMITED OPPORTUNITIES FOR PROMOTION OR UPGRADING; (5) COORDINATION WITH OTHER MANPOWER PROGRAMS IS INADEQUATE. NEVERTHELESS, PROJECT JET IS CONSIDERED LARGELY SUCCESSFUL. PHASE 2 OF THIS STUDY WILL CONCENTRATE ON EVALUATING EMPLOYER PARTICIPATION. (THE DOCUMENT INCLUDES SAMPLE QUESTIONNAIRES.) (LY)
ERIC: ED030823 CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, SPRINGFIELD, VIRGINIA 22151 (PB-193-331, MF $.65, HC $3.00).

2587 JOBSEEKING METHODS USED BY AMERICAN WORKERS. 75
ROSENFELD, CARL;AND OTHERS
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.; BUREAU OF THE CENSUS (DOC), SUITLAND, MD.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 75P.; TABLES A-1 THROUGH J-2 MAY NOT REPRODUCE WELL IN MICROFICHE DUE TO THE

(CONT.)
2587 SMALL TYPE: NOT AVAILABLE IN HARD COPY DUE TO MARGINAL REPRODUCIBILITY OF ORIGINAL DOCUMENT
DEMOGRAPHY, EMPLOYMENT SERVICES, INDIVIDUAL CHARACTERISTICS, JOB APPLICANTS, JOB APPLICATION, JOB PLACEMENT, LABOR FORCE, MANPOWER UTILIZATION, NATIONAL SURVEYS, OCCUPATIONAL SURVEYS, QUESTIONNAIRES, TABLES (DATA), UNEMPLOYMENT, JOB SEARCH
A NATIONWIDE SAMPLE SURVEY WAS CONDUCTED IN JANUARY 1973 TO INVESTIGATE THE JOB SEARCH METHODS WORKERS USED AND THEIR EFFECTIVENESS. PREPARED BY THE BUREAU OF LABOR STATISTICS AND THE MANPOWER ADMINISTRATION IN COOPERATION WITH THE BUREAU OF THE CENSUS, THE SURVEY COVERED NEARLY 16 MILLION EMPLOYED WAGE AND SALARY WORKERS 16 YEARS OF AGE AND ABOVE, WHO WERE NOT IN SCHOOL, AND HAD STARTED THEIR CURRENT JOB IN 1972. TWO BROAD CATEGORIES OF SEARCH METHODS ARE RECOGNIZED INFORMAL METHODS, INCLUDING DIRECT APPLICATION TO EMPLOYERS AND ASKING FRIENDS; AND FORMAL METHODS, INCLUDING STATE AND PRIVATE EMPLOYMENT AGENCIES, SCHOOL PLACEMENT OFFICES, UNION HIRING HALLS, AND NEWSPAPER ADVERTISEMENTS. SEVEN TABLES SUPPLEMENT THE TEXT, WHICH DISCUSSES JOB SEEKER CHARACTERISTICS; METHODS USED AND THEIR EFFECTIVENESS; WORK HISTORY AND JOB SEARCH; JOB SEARCH TIMING, DURATION, AND INTENSITY; JOB REFUSAL EARNINGS; AND SUGGESTIONS FOR FURTHER STUDY. HALF THE DOCUMENT IS TAKEN UP BY EXTENSIVE REFERENCE TABLES. THE APPENDIX DISCUSSES SURVEY RELIABILITY AND CONCEPTS AND PRESENTS THE QUESTIONNAIRE USED. MAJOR FINDINGS INCLUDE TWO OUT OF THREE JOBSEEKERS APPLIED DIRECTLY TO EMPLOYERS, WITH HALF OF THEM OBTAINING JOBS; GREATER PROPORTIONS OF BLACKS THAN WHITES ASKED FRIENDS FOR JOBS; AND FOUR METHODS WERE GENERALLY USED BEFORE A JOB WAS FOUND. (LH)
ERIC: ED117476 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NUMBER 029-001-01829-1, $1.35)

2588 JOHN CONNALLYS ECONOMIC REMEDIES 1975
BUSINESS WEEK, NO.2408, NOV 24, 1975, P. 90-92.
CITIES, DEFAULT, DEFICIT, ECONOMIC GROWTH, ECONOMICS, ENERGY, EXPORT, FEDERAL RESERVE SYSTEM, LESS DEVELOPED COUNTRY, PRICE STRUCTURE, TAX CUT, TAX REFORM, UNEMPLOYMENT
JOHN CONNALLY WAS INTERVIEWED BY BUSINESS WEEK ON ECONOMICS, POLITICS, NEW YORK CITY, AND BUSINESS. HE FEELS NYC DEFAULT WOULD EXAGGERATE LACK OF CONFIDENCE, THE NATIONAL DEBT SHOULD BE N TO BE RETIRED, A CAPITAL CRISIS IS NEAR, TAX REFORM IS NEEDED, OIL PRICE IS A PRIORITY, FORD WILL HAVE A TOUGH TIME IN HIS CAMPAIGN, AND IF NOT KENNEDY THEN HUMPHREY WILL OPPOSE HIM.
MGMT: BWE75K2490

2589 JOINT MINORITIES DEVELOPMENT PROGRAM (JMDP), FINAL REPORT. 1 JUN 73
ORGANIZING AND SUPPORTIVE AGENCY, INC., ITHACA, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 44P.
BUILDING TRADES, CONSTRUCTION INDUSTRY, COOPERATIVES, EDUCATIONAL PROGRAMS, NEGROES, SKILLED LABOR, SKILLED WORKERS, TRAINEES, TRAINING
THE JOINT MINORITIES DEVELOPMENT PROGRAM (JMDP) WAS A JOINT ENTERPRISE OF ORGANIZING AND SUPPORTIVE AGENCY, INC. (OSA) AND HUMAN INTEREST REGARDING EMPLOYMENT/MINORITIES ACTION COALITION (HIRE/MAC) TO TRAIN BLACK CONSTRUCTION WORKERS AND ORGANIZE THEM INTO A SELF-SUPPORTIVE CONSTRUCTION COOPERATIVE. JMDP EVOLVED IN THREE STAGES. THE FIRST PHASE WAS THE CONSTRUCTION OF AN EXPERIMENTAL MODULAR HOME. THE SECOND INVOLVED PROGRAM DEVELOPMENT, OPERATION, AND CHANGE OF DIRECTION FROM MODULAR TO CONVENTIONAL HOUSE BUILDING. A MAJOR DIFFICULTY WAS FOUND IN MEETING THE TRAINING NEEDS OF THE MEN. THE THIRD PHASE WAS THE ACTUAL BUILDING OF A HOUSE, CHARACTERIZED BY INCREASING LABOR DISSATISFACTION AND LACK OF COORDINATION BETWEEN THE MANY ORGANIZATIONS INVOLVED. IT IS CONCLUDED THAT JMDP WAS A QUALITATIVE IF NOT A NOTABLY QUANTITATIVE SUCCESS. A SMALL AND COHESIVE GROUP EVENTUALLY SURVIVED AND PROFITED FROM THE EXPERIENCE. AS A PILOT PROGRAM THE PROJECT OFFERS VALUABLE BACKGROUND FOR SIMILAR VENTURES. (MS)
ERIC: ED082047

2590 KEEPING BIAS OUT OF JOB INTERVIEWS 1977
ASSOCIATION MANAGEMENT, VOL.29, NO.8, AUG 1977, P. 89-91.
EEO, GOVERNMENT REGULATION, HIRING, INTERVIEW TECHNIQUE, JOB DESCRIPTION, LEGISLATION, MANAGEMENT, MINORITIES, PERSONNEL MANAGEMENT, WOMEN
TECHNIQUES WHICH CAN BE USED IN THE PRE-EMPLOYMENT INTERVIEW TO AVOID LATER CHARGES OF DISCRIMINATION ARE SUGGESTED. EEOC REGULATIONS AND COURT DECISIONS ARE PRESENTED.
MGMT: ASM7780099

2591 KEEPING THE EMPLOYMENT SERVICE RELEVANT 70 APR
COELL, CHARLES E.
MANPOWER;2;4;24-26
EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, EXPERIMENTAL PROGRAMS, FEDERAL PROGRAMS, EMPLOYABILITY TEAMS, JOB BANKS
GUIDELINES FOR OPERATING THE EMPLOYMENT SERVICE AS A COMPREHENSIVE MANPOWER AGENCY ARE BEING FIELD TESTED IN 10 CITIES AND ONE RURAL AREA. TWO OF THE MOST IMPORTANT TOOLS ARE JOB BANKS WHICH COMPUTERIZE JOB OPENING AND TRAINING OPPORTUNITIES AND EMPLOYABILITY TEAMS WHICH PROVIDE COMPREHENSIVE CLIENT COUNSELING. (BC)
ERIC: EJ019909

2592 KEEPING UP WITH THE CADENCE 1976
MYMAN, H.
MBA (MASTER IN BUSINESS ADMINISTRATION), VOL.10, NO.4, APRIL 1976, P. 14-15.
AFFIRMATIVE ACTION, CAREER PATH, MANAGEMENT, MINORITIES

(CONT.)

2592 PROFILES GORDON GARTRELLES CAREER AT IBM, A SUCCESS STORY BEFORE THE DAYS OF AFFIRMATIVE ACTION.
MGMT: M9A7600014

2593 KEY-PUNCH OPERATOR (CLERICAL) 1-25.62--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CLERICAL WORKERS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, OFFICE MACHINES, OFFICE OCCUPATIONS, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, KEY PUNCH OPERATORS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062443

2594 KEYNESIAN DYNAMICS AND GROWTH 1977
JOHNSON, L.
JOURNAL OF MONEY, CREDIT AND BANKING, VOL.9, NO.2, MAY 1977, P. 328-340. BIBLIOG. 13
ECONOMIC GROWTH, ECONOMIC THEORY, ECONOMICS, EMPLOYMENT, GOVERNMENT INTERVENTION, INFLATION, LAISSEZ FAIRE
JOHN MAYNARD KEYNES WAS CORRECT IN HIS REALIZATION OF THE INHERENT INSTABILITY OF THE ECONOMY. IN MOST CASES SOME SORT OF GOVERNMENT INTERVENTION IS A NECESSARY MEASURE.
MGMT: JM977E0328

2595 THE KEYNESIAN REVOLUTION RECONSIDERED 1975
EISNER, R.
THE AMERICAN ECONOMIC REVIEW, VOL.65, NO.2, MAY 1975, P. 189-194. BIBLIOG. 14
ECONOMICS, ELASTICITY, LABOR MARKET, LIQUIDITY, SUPPLY AND DEMAND, TAX CREDIT, TAXATION, WAGES
NEW VIEWS ON KEYNESIAN IDEAS INCLUDE A DYNAMIC ECONOMY, WAGE FLEXIBILITY, LIQUIDITY, AND ELASTICITY. VARIABLE TAX RATES INCLUDING SUBSIDY ARE DISCUSSED ALONG WITH PUBLIC CONCERN AND LABOR MARKETS.
MGMT: AER75E0199

2596 KISHWAUKEE MANPOWER INVENTORY. 71
KISHWAUKEE COLL., MALTA, ILL. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. EMPLOYMENT SERVICE.
NOTES: 61P.: THE ARTWORK HAS BEEN RETYPED AND ALTERED MANUALLY WHERE NECESSARY TO IMPROVE LEGIBILITY
DATA COLLECTION, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT POTENTIAL, EMPLOYMENT PROJECTIONS, EMPLOYMENT STATISTICS, HUMAN RESOURCES, MANPOWER NEEDS, QUESTIONNAIRES, SPANISH AMERICANS, SPANISH SPEAKING, STATISTICAL DATA, STATISTICAL SURVEYS, TABLES (DATA), DEKALB COUNTY, ILLINOIS, MANPOWER RESEARCH, ROCHELLE TOWNSHIP
KISHWAUKEE COLLEGE CONDUCTED A SURVEY OF DEKALB COUNTY AND THE ROCHELLE TOWNSHIP HIGH SCHOOL DISTRICT IN ILLINOIS DURING JULY AND AUGUST 1971 WHICH (1) DETERMINED THE AREAS CURRENT AND POTENTIAL MANPOWER RESOURCES: (2) IDENTIFIED AND DESCRIBED THE SETTLED-IN SPANISH SPEAKING POPULATION OF THE AREA: (3) DETERMINED THE AREAS EXISTING AND POTENTIAL EMPLOYMENT OPPORTUNITIES: (4) IDENTIFIED AREA RESOURCES CAPABLE OF PROVIDING FOR TRAINING NEEDS: AND (5) PROVIDED INFORMATION TO THE ILLINOIS EMPLOYMENT SERVICE REGARDING PERSONNEL AVAILABLE FOR WORK, JOB OPPORTUNITIES, AND PROJECTED EMPLOYMENT NEEDS. THREE PHASES OF THE SURVEY WERE CONDUCTED (1) A MAILING OF MULTIPLE COPIES OF A MANPOWER QUESTIONNAIRE TO THE 26,740 HOUSEHOLDS IN THE AREA (20 PERCENT RESPONSE), (2) INTERVIEWING 1,203 INDIVIDUALS AGES 16 TO 65 IN 566 RANDOMLY SELECTED AREA HOUSEHOLDS, AND (3) INTERVIEWING 95 RANDOMLY SELECTED AREA FARMERS. THIRTY-SIX TABLES AND 19 FIGURES PRESENT THE RESULTS OF THE DATA GATHERED. DETAILED INFORMATION IS PRESENTED RELATING THE MANY VARIABLES CONSIDERED. A NARRATIVE PRESENTATION DRAWS OUT OF THE TABLES SELECTED ITEMS FOR COMMENT AND EXPLAINS SOME OF THE FIGURES. THE SURVEY QUESTIONNAIRES ARE INCLUDED IN THE APPENDIX. (AG)
ERIC: ED101095

2597 KNITTING-MACHINE FIXER, SOCKS (HOSIERY) 689.280 -- TECHNICAL REPORT ON DEVELOPMENT OF THE USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 11P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE REPAIRMEN, NEEDLE TRADES, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST

(CONT.)

2597 RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, KNITTING MACHINE FIXER SOCKS

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)

ERIC: ED061299

2598 KNITTING-MACHINE OPERATOR (KNIT GOODS) 4-14.061--TECHNICAL REPORT.

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.

NOTES: 9P.

APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINISTS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, KNITTING MACHINE OPERATORS

THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF [illegible] OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)

ERIC: ED069790

2599 KNOWLEDGE AND POLICY IN MANPOWER. A STUDY OF THE MANPOWER RESEARCH AND DEVELOPMENT PROGRAM IN THE DEPARTMENT OF LABOR. 75

NATIONAL ACADEMY OF SCIENCES - NATIONAL RESEARCH COUNCIL, WASHINGTON, D.C. COMMITTEE ON DEPT. OF LABOR MANPOWER RESEARCH AND DEVELOPMENT.

NOTES: 178P.

MANPOWER DEVELOPMENT, PROGRAM EVALUATION, GOVERNMENT ROLE, FEDERAL GOVERNMENT, SOCIAL SCIENCE RESEARCH, RESEARCH UTILIZATION, FEDERAL LEGISLATION, ORGANIZATIONAL DEVELOPMENT, PROGRAM BUDGETING, POLICY FORMATION, PUBLIC POLICY, MANPOWER POLICY, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA

THE STUDY PRESENTED IN THIS REPORT WAS AMONG THE FIRST OF ITS KIND--AN INQUIRY FOCUSING ON THE ROLE OF A GOVERNMENT RESEARCH AND DEVELOPMENT (R+D) OFFICE WHOSE WORK WAS CLOSELY RELATED TO THE BEHAVIORAL AND SOCIAL SCIENCES. THE COMMITTEES EVALUATION OF THE OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT (OMRD) PRESENTS EVIDENCE TO SHOW THAT R+D HAS ADDED SUBSTANTIALLY TO THE BASE OF KNOWLEDGE AVAILABLE FOR GUIDING MANPOWER PROGRAMS AND POLICIES. THE NINE CHAPTERS OF THE REPORT ARE ORGANIZED INTO TWO PARTS. PART I, THE MANPOWER R+D PROGRAM AN EVALUATION, DISCUSSES SOME ISSUES RELATED TO SOCIAL SCIENCE R+D IN GOVERNMENT AND TO MANPOWER POLICY AND STUDY AND PRESENTS THE COMMITTEES FINDINGS AND RECOMMENDATIONS FOR STRENGTHENING THE MANPOWER R+D PROGRAM. PART II, MANPOWER R+D IN A MISSION SETTING, PROVIDES A HISTORICAL AND DESCRIPTIVE VIEW OF THE INSTITUTIONAL AND POLICY CONTEXT WITHIN WHICH THE MANPOWER R+D PROGRAM HAS OPERATED. EACH CHAPTER HIGHLIGHTS A CRITICAL DIMENSION OF OMRD AND ITS ACTIONS IN A MISSION-ORIENTED GOVERNMENT SETTING. THROUGHOUT THE REPORT ARE FIGURES SHOWING EXPENDITURES FOR SPECIAL MANPOWER PROGRAMS AND STUDIES AND THE ADMINISTRATIVE STRUCTURE OF OMRD AND OF THE MANPOWER ADMINISTRATION. THE APPENDIX DETAILS THE LARGE NUMBER OF METHODS AND SOURCES USED TO COLLECT INFORMATION ABOUT OMRD FOR THE STUDY, INCLUDING A 21-PAGE BIBLIOGRAPHIC REFERENCE LISTING. (MF)

AIM/ARM: VT102329 PRINTING AND PUBLISHING OFFICE, NATIONAL ACADEMY OF SCIENCES, 2101 CONSTITUTION AVENUE, N.W., WASHINGTON, D.C. 20418.

2600 KNOWLEDGES AND SKILLS NEEDED BY EMPLOYEES IN AGRICULTURAL SUPPLY BUSINESSES A COOPERATIVE AND FACTOR ANALYTIC STUDY. JUL 70

THOMAS, HOLLIE B.:LEIGHTY, GEORGE W.

ILLINOIS UNIV., URBANA-CHAMPAIGN.

NOTES: 56P.

AGRICULTURAL SUPPLY OCCUPATIONS, VOCATIONAL AGRICULTURE, EDUCATIONAL NEEDS, CURRICULUM DEVELOPMENT, EMPLOYMENT QUALIFICATIONS, JOB SKILLS, JUNIOR COLLEGES, FACTOR ANALYSIS

EIGHT ILLINOIS JUNIOR COLLEGES COOPERATED WITH THIS STUDY, WHICH SOUGHT TO PROVIDE INFORMATION USEFUL IN PLANNING AGRICULTURAL SUPPLY PROGRAMS TO MEET STUDENT NEEDS. QUESTIONNAIRES WERE MAILED TO INSTRUCTORS, EMPLOYERS, AND STUDENTS TO DETER[illegible] THE DEGREE OF CONSENSUS IN RATING VARIOUS JOB SKILLS. SIMILARITIES BETWEEN THE THREE GROUPS

(CONT.)
2600 SHOW THAT THE INSTRUCTORS CORRECTLY PERCEIVE THE NEEDED KNOWLEDGE AND SKILLS. FACTOR ANALYSIS PRODUCED MEANINGFUL CLUSTERS OF ITEMS THAT COULD BE USED AS EITHER A GROUPING OF INSTRUCTIONAL UNITS OR AREAS OF A TRAINING PLAN TO BE PRESCRIBED FOR AN INDIVIDUAL STUDENT. (BH)
AIM/ARM: VT012498

2601 LABOR ACCEPTS LESS TO WIN HOUSING JOBS 1976
BUSINESS WEEK, NO.2443, AUG 2 1976, P. 23-24.
CONSTRUCTION INDUSTRY, ECONOMICS, GOVERNMENT AGENCY, HOUSING, INDUSTRIAL RELATIONS, LABOR, UNEMPLOYMENT
IN PHILADELPHIA BUILDING AND CONSTRUCTION TRADE WORKERS ARE ACCEPTING WAGE CUTS AND RELAXED WORK RULES IN ORDER TO COMBAT 33% INDUSTRY UNEMPLOYMENT. THEY WILL REHABILITATE 120 PROPERTIES OWNED BY THE HOUSING AND URBAN DEVELOPMENT DEPT AS JUST THE BEGINNING OF A NATIONWIDE EFFORT.
MGMT: BWE76H0223

2602 LABOR AND DAY CARE 76
CREQUE, JOSEPHINE J.
EDUCATIONAL COMMENT:63-76
DAY CARE SERVICES, LABOR UNIONS, CHILD WELFARE, DAY CARE PROGRAMS, PRESCHOOL CHILDREN, WORKING PARENTS
THIS ARTICLE REVIEWS LABORS EARLY INVOLVEMENT IN CHILD WELFARE ISSUES AND PRESENTS LABORS CURRENT POSITION REGARDING DAY CARE FOR PRESCHOOL CHILDREN OF EMPLOYED PARENTS. THE AFL-CIOS EDUCATIONAL EFFORTS AND UNION-SPONSORED DAY CARE CENTERS ARE ALSO DESCRIBED. AVAILABLE FROM PS 504 969. (JMB)
ERIC: EJ143384

2603 LABOR AND MIGRATION: AN ANNOTATED BIBLIOGRAPHY. FEB 70
BROOKS, THOMAS R.
NOTES: 40P.
ANNOTATED BIBLIOGRAPHIES, EMPLOYMENT OPPORTUNITIES, IMMIGRANTS, LABOR ECONOMICS, LABOR UNIONS, MANPOWER UTILIZATION, MIGRATION
THIS ANNOTATED BIBLIOGRAPHY IS INTENDED TO CONTRIBUTE TOWARD AN UNDERSTANDING OF LABOR AND MIGRATION, BOTH OF WHICH HAVE HELPED TO SHAPE OUR NATION. A TOTAL OF 131 WORKS, INCLUDING A FEW PERIODICALS AND NEWSPAPERS, FOCUS ON IMMIGRATION AND INTERNAL MIGRATION AS IT AFFECTS ORGANIZED AND UNORGANIZED LABOR. (BH)
AIM/ARM: VT011779

2604 LABOR AND THE ECONOMY DURING 1975 1976
DEFINA, C.C.
(U.S.) MONTHLY LABOR REVIEW, VOL.99, NO.1, JAN 1976, P. 3-16. BIBLIOG. 16
AUTOMOBILE INDUSTRY, COLLECTIVE BARGAINING, ECONOMIC TRENDS, ENERGY, GOVERNMENT POLICY, HOUSING, INDUSTRIAL RELATIONS, INFLATION, LABOR, LABOR LAW, LAW, LITIGATION, PRICE, RECESSION, STRIKE, TAX CUT, UNEMPLOYMENT, UNIONS
UNITED STATES ECONOMIC TRENDS FOR 1975 ARE REVIEWED. DEVELOPMENTS IN COLLECTIVE BARGAINING AND LABOR LAW REGARDING FARMWORKER, RAIL, POSTAL, CONSTRUCTION, AND COAL STRIKES ARE EXAMINED.
MGMT: UML76A0003

2605 LABOR ARBITRATION AND RACE DISCRIMINATION 1975
HARRIS, P.
HUMAN RESOURCE MANAGEMENT, VOL.14, NO.1, SPRING 1975, P. 19-30.
AFFIRMATIVE ACTION, ARBITRATION, COLLECTIVE BARGAINING, DISCRIMINATION, EEO, EMPLOYEE BENEFITS, FAIR EMPLOYMENT PRACTICES, HIRING, HUMAN RESOURCE DEVELOPMENT, JOB DESCRIPTION, JOB SECURITY, MINORITIES, PROMOTION, RECRUITMENT, STRIKE, TRAINING AND DEVELOPMENT
EXAMINATION OF ARBITRATION CASES TO DETERMINE THEIR IMPACT ON RACIAL DISCRIMINATION REVEALS AMBIGUOUS RESULTS.
MGMT: HRM75N0019

2606 LABOR EFFORT DISINCENTIVES OF NEGATIVE INCOME TAXATION, FINAL REPORT. 17 APR 74
SPAETH, WILLIAM C., JR.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 165P.; PH.D. DISSERTATION, BOSTON COLLEGE
ECONOMIC FACTORS, ECONOMIC RESEARCH, EMPLOYMENT PROJECTIONS, EMPLOYMENT STATISTICS, FEDERAL GOVERNMENT, INCOME, LABOR ECONOMICS, MANPOWER UTILIZATION, MOTIVATION, POLICY, PRODUCTIVITY, STATISTICAL DATA, TABLES (DATA), TAX ALLOCATION, TAXES, TAX RATES, UNEMPLOYMENT, LABOR DISINCENTIVES, MANPOWER RESEARCH, NEGATIVE INCOME TAX
THE STUDY ATTEMPTS TO DETERMINE WHAT LABOR EFFORT DISINCENTIVES, IF ANY, WILL RESULT FROM THE INTRODUCTION OF A NEGATIVE INCOME TAX PLAN INTO THE FISCAL STRUCTURE OF THE U. S. THE STUDYS CONCLUSIONS ARE DISINCENTIVES APPEAR TO BE ASSOCIATED WITH NEGATIVE INCOME TAXATION, AND THESE DISINCENTIVES DEPEND ON WHETHER THE WORKER IS IN THE MANUFACTURING OR NONMANUFACTURING INDUSTRIES. AND, THE DISINCENTIVE EFFECT FOR ANY GROUP OF WORKERS IS EXTREMELY SENSITIVE TO THE EMPLOYMENT OPPORTUNITIES OF THAT GROUP. THAT IS, THE GROUPS OF WORKERS WHICH SHOULD BE LEAST INFLUENCED BY THE AGGREGATE EMPLOYMENT OPPORTUNITIES SHOW A SMALL RESPONSE TO THE PROXY USED, AND THE GROUPS OF WORKERS WHICH ARE SUBJECT TO A WIDE VARIATION OF EMPLOYMENT OPPORTUNITIES SHOW NO DISINCENTIVE BECAUSE THEIR REACTIONS TO THE TIGHT LABOR MARKET OF 1966 GREATLY OUTWEIGH ANY DISINCENTIVES

(CONT.)
2606 FROM THE PROXY. THE POLICY IMPLICATIONS WOULD BE THAT, WHILE IT IS LIKELY WORKERS WILL EXHIBIT DISINCENTIVE TENDENCIES UNDER A NEGATIVE INCOME TAX SCHEME, THESE TENDENCIES WILL BE GREATLY OUTWEIGHED BY CONDITIONS IN THE AGGREGATE LABOR MARKET. IN THE APPENDIX A COMPLETE LISTING OF THE REGRESSION RESULTS IS PRESENTED FOR THE VARIOUS SUBGROUPS. A FOUR-PAGE BIBLIOGRAPHY CONCLUDES THE DOCUMENT. (AUTHOR/MM)
ERIC: ED098396

2607 LABOR FORCE (CURRENT EMPLOYMENT-UNEMPLOYMENT ANALYSIS) DEC 72
BREGGER, JOHN E.
BUREAU OF LABOR STATISTICS, WASHINGTON, D.C.
NOTES: 22P
CENSUS, EMPLOYMENT, UNEMPLOYMENT, GEOCODING, NTISBLS
THE CURRENT POPULATION SURVEY (CPS) CONDUCTED BY THE BUREAU OF THE CENSUS PRODUCES INFORMATION ABOUT EMPLOYMENT, UNEMPLOYMENT, AND NONPARTICIPATION IN THE LABOR FORCE, CLASSIFIED BY A VARIETY OF DEMOGRAPHIC, SOCIAL, AND ECONOMIC CHARACTERISTICS. A MONTHLY INTERVIEW OF A SAMPLE OF 50,000 HOUSEHOLDS DESIGNED TO REPRESENT THE CIVILIAN NON-INSTITUTIONAL POPULATION 16 YEARS OF AGE AND OLDER PROVIDES THE DATA. THERE ARE APPROXIMATELY 28,000 RECORDS. DATA ARE AVAILABLE FOR MOST SERIES AS OF 1948: HOWEVER, DATA WILL BE REASEASONALIZED ONLY FROM 1967 FORWARD AS OF DECEMBER 1972.
NTIS: P3-231 869/9 NTIS PRICES PC$4.25/MF$1.45

2608 LABOR FORCE ACTIVITY OF MARRIED WOMEN APR 73
HAYGHE, HOWARD
MONTHLY LABOR REVIEW;96:4;31-36
EMPLOYMENT PATTERNS, FAMILY CHARACTERISTICS, HEADS OF HOUSEHOLDS, LABOR FORCE, MARITAL STATUS, WORKING WOMEN, LABOR FORCE PARTICIPATION
SPECIAL LABOR FORCE REPORT ON MARITAL AND FAMILY CHARACTERISTICS SHOWS INCREASE IN NUMBER OF FAMILIES WITH MORE THAN ONE WORKER. (EDITOR)
ERIC: EJ076118

2609 THE LABOR FORCE CHARACTERISTICS OF WOMEN IN LOW-INCOME RURAL AREAS OF THE SOUTH. SOUTHERN COOPERATIVE SERIES BULLETIN 116. JUN 66
TERRY, GERALDINE B.;BERTRAND, ALVIN L.
LOUISIANA STATE UNIV., BATON ROUGE. AGRICULTURAL EXPERIMENT STATION. DEPARTMENT OF AGRICULTURE, WASHINGTON, D.C.
NOTES: 32P.
DEPRESSED AREAS (GEOGRAPHIC), EDUCATIONAL STATUS COMPARISON, EMPLOYMENT OPPORTUNITIES, FAMILY CHARACTERISTICS, FAMILY INCOME, LABOR FORCE, LOW INCOME GROUPS, RURAL AREAS, RURAL FARM RESIDENTS, SOUTHERN STATES, WORK ATTITUDES, WORKING WOMEN
SELECTED DATA FROM THE SOUTHERN REGIONAL S-44 PROJECT ENTITLED FACTORS IN THE ADJUSTMENT OF FAMILIES AND INDIVIDUALS IN LOW-INCOME RURAL AREAS WERE ANALYZED TO DETERMINE THE WORK PATTERNS OF WOMEN IN LOW-INCOME RURAL AREAS. OBJECTIVES OF THE STUDY WERE TO DESCRIBE THE LABOR FORCE EXPERIENCE OF WOMEN, TO REPORT THE ATTITUDES OF EMPLOYED WOMEN TOWARD GAINFUL EMPLOYMENT, AND TO STUDY THE PATTERNS OF LABOR FORCE PARTICIPATION AS RELATED TO MARITAL STATUS, STAGES OF THE FAMILY LIFE CYCLE, AGE, EDUCATION, AND LEVEL OF LIVING. THE SAMPLE POPULATION INCLUDED 1,781 WOMEN FROM 30 COUNTIES IN 7 SOUTHERN STATES. THESE RURAL WOMEN WERE FOUND TO BE LESS EDUCATED, SLIGHTLY OLDER, AND WILLING TO WORK FOR RELATIVELY LOW WAGES WHEN COMPARED TO ALL WORKING WOMEN IN THE NATION. THE WORKING WOMEN STUDIED INDICATED FAVORABLE ATTITUDES TOWARD THEIR WORK SITUATION. ONE OF THE BASIC CAUSES OF THE PERSISTENCE OF LOW INCOME IN RURAL AREAS WAS DETERMINED TO BE THE SUBCULTURAL ORIENTATION TOWARD LOW ASPIRATION AND SATISFACTION WITH THE PRESENT SITUATION. (JH)
ERIC: ED027992 DIRECTOR, LOUISIANA AGRICULTURAL EXPERIMENT STATION, BATON ROUGE, LOUISIANA 70803

2610 THE LABOR FORCE DECISION OF MARRIED FEMALE TEACHERS 1976
GRAMM, W.L.
REVIEW OF BUSINESS + ECONOMICS RESEARCH, VOL.58, NO.2, MAY1976, P. 244-245. BIBLIOG. 3
ECONOMICS, EMPLOYMENT, FORECASTING, LABOR FORCE, MODELING, QUANTITATIVE METHODS, WOMEN
CARE SHOULD BE TAKEN IN MAKING CONCLUSION ABOUT THE RELATIVE IMPORTANCE OF THE DIFFERENT CHILDRENS AGES. THE ORIGINAL MODEL SUGGESTED BY THE AUTHOR IN 1971 IS EXPLAINED, AND THE AGES OF THE CHILDREN IN THE MODEL ARE DISCUSSED.
MGMT: R9E76E02+4-2

2611 LABOR FORCE ENTRY AND CAREER CONNECTION PATTERNS OF CLEVELANDS YOUNG JOB SEEKERS. 71
ATTERBERRY, DEBORAH, AND OTHERS
CLEVELAND WELFARE FEDERATION, OHIO. MANPOWER PLANNING AND DEVELOPMENT COMMISSION.
NOTES: 96P.
YOUTH EMPLOYMENT, EMPLOYMENT PROBLEMS, EMPLOYER PATTERNS, URBAN YOUTH, ADJUSTMENT PROBLEMS, LABOR FORCE, ENTRY WORKERS, CAREER OPPORTUNITIES, LABOR FORCE PARTICIPATION, CLEVELAND
THIS REPORT IDENTIFIES THE MAJOR BARRIERS AND GAPS IN THE TRANSITION PROCESS FROM SCHOOL TO WORK OF BOTH DROPOUTS AND HIGH SCHOOL GRADUATES IN THE CLEVELAND AREA. IT IS INTENDED AS A WORKING TOOL FOR THE MANPOWER COMMISSION IN ITS EFFORTS TO IMPROVE EMPLOYMENT OPPORTUNITIES FOR YOUNG JOB SEEKERS IN THE CLEVELAND LABOR MARKET. THE REPORT IDENTIFIES INADEQUACIES IN THE DEVELOPMENT OF EMPLOYMENT SKILLS BEFORE YOUTH LEAVE THE SCHOOL AND IN THE TRANSITIONAL BRIDGES BETWEEN SCHOOL AND WORK. (BH)
AIM/ARM: VT013922 MANPOWER PLANNING AND DEVELOPMENT COMMISSION, CLEVELAND WELFARE

(CONT.)
2611 FEDERATION, 1001 HURON ROAD, CLEVELAND, OHIO 44114

2612 LABOR FORCE EXPERIENCE OV THE PUERTO RICAN WORKER. REGIONAL REPORTS NUMBER 9. JUN 68
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 35P.
EMPLOYMENT STATISTICS, DISADVANTAGED GROUPS, PUERTO RICANS, SOCIOECONOMIC INFLUENCES, FAMILY CHARACTERISTICS, INCOME, SUBEMPLOYMENT, UNEMPLOYMENT, EDUCATIONAL BACKGROUND, LABOR FORCE, EMPLOYMENT EXPERIENCE, POPULATION TRENDS, MIGRATION PATTERNS, NEW YORK CITY
THE STATISTICS IN THIS PAPER WERE GATHERED TO PROVIDE SOME BASIC PARAMETERS ON THE CHARACTERISTICS OF PUERTO RICANS IN THE LABOR MARKET. FOR THE MOST PART, DATA AVAILABILITY ENDS IN 1960 WITH THE CENSUS POPULATION: THIS LACK OF CURRENT TIME SERIES INFORMATION IS A MAJOR BARRIER TO CURRENT EVALUATION OF THE SITUATION. AVAILABLE DATA ARE PRESENTED IN CHART AND NARRATIVE FORM, COVERING POPULATION TRENDS AND DISTRIBUTION, OCCUPATIONAL AND INDUSTRIAL PATTERNS, PUBLIC SECTOR EMPLOYMENT, EDUCATIONAL ATTAINMENT, INCOME LEVELS, AND SKILL GAPS. A DETAILED SECTION ON DATA DEFICIENCIES IS INCLUDED. FINDINGS INCLUDED (1) THE MEDIAN AGE OF PUERTO RICANS IN NEW YORK CITY IN 1964 WAS ONLY 21.7 YEARS, (2) IN 1960, FAMILIES OF SEVEN OR MORE PERSONS ACCOUNTED FOR 11 PERCENT OF ALL PUERTO RICAN FAMILIES IN NEW YORK, AND (3) 34 PERCENT OF PUERTO RICAN FAMILIES IN NEW YORK CITY IN 1960 HAD INCOMES OF LESS THAN $3,000. (JK)
AIM/ARM: VT008774

2613 LABOR FORCE MIGRATION, UNEMPLOYMENT AND JOB TURNOVER 1976
FIELDS, G.S.
THE REVIEW OF ECONOMICS AND STATISTICS, VOL.58, NO.4, NOV 1976, P. 407-415. BIBLIOG. 29
ECONOMIC THEORY, ECONOMICS, LABOR FORCE, LABOR MARKET, MARKOV CHAIN, MODELING, QUANTITATIVE METHODS, STATISTICS, UNEMPLOYMENT, WAGES
LABOR TURNOVER CONSIDERATIONS CAN BE INTEGRATED INTO THE HUMAN INVESTMENT THEORY OF MIGRATION. CONSTRUCTS AN INTERTEMPORAL FRAMEWORK FOR APPROACHING MIGRATION AND DEMONSTRATES ITS EMPIRICAL RELEVANCE. THE USEFULNESS OF THE LABOR TURNOVER APPROACH AS THE BASIS FOR EXPLAINING LABOR FORCE MIGRATION IS UNDERSCORED.
MGMT: RES76K0407

2614 LABOR FORCE PARTICIPATION AND BUSINESS FLUCTUATIONS AN ANALYSIS BY CYCLICAL STAGES. 70
WILSON, THOMAS FREDERICK
COLUMBIA UNIV., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 415P.: PH.D. DISSERTATION, COLUMBIA UNIVERSITY
BUSINESS CYCLES, EMPLOYMENT LEVEL, EMPLOYMENT OPPORTUNITIES, LABOR FORCE NONPARTICIPANTS, LABOR MARKET, LABOR SUPPLY
IN ORDER TO ANALYZE THE TIMING OF LABOR FORCE ENTRY AND WITHDRAWAL DURING THE BUSINESS CYCLE, THIS DISSERTATION DIVIDES CYCLES INTO STAGES AND STUDIES THE CHANGE IN PARTICIPATION BETWEEN STAGES. REFUTING THE COMMON ASSUMPTION THAT LABOR FORCE SENSITIVITY IS UNAFFECTED BY THE LEVEL OF ECONOMIC ACTIVITY, THE STUDY SHOWS THAT THE TIMING OF MOVEMENTS DOES NOT CONFORM WELL TO CHANGES IN AGGREGATE DEMAND. ALTHOUGH THE OVERALL PARTICIPATION RATE RESPONDS POSITIVELY TO CYCLICAL FLUCTUATIONS IN THE STATE OF DEMAND IN THE LABOR MARKET, THE MAJOR IMPACT OF A CYCLICAL CONTRACTION ON THE PARTICIPATION RATE OCCURS AFTER THE ECONOMY BEGINS TO IMPROVE. THE STUDY DEMONSTRATES THAT OLDER WORKERS RESPOND NEGATIVELY TO CYCLICAL CHANGES, IMPLYING THAT THE AVERAGE AGE OF THE LABOR FORCE INCREASES AS THE ECONOMY BEGINS A DOWNSWING. (BH)
ERIC: ED050242 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 191 699, MF $0.95: HC $3.00)

2615 LABOR FORCE PARTICIPATION IN GOODS AND SERVICES: 1958-1971 1975
BERG, S.V.; DALTON, T.R.
THE REVIEW OF ECONOMICS AND STATISTICS, VOL.57, NO.4, NOV 1975, P. 515-522. BIBLIOG. 10
CONSUMER GOODS, ECONOMETRICS, ECONOMICS, LABOR FORCE, LABOR MARKET, MODELING, SERVICE INDUSTRY
THIS STUDY USES A LABOR MARKET MODEL TO EXAMINE THE PROPOSITION THAT LABOR FORCE PARTICIPATION IN LABOR MARKETS CLASSIFIED INDUSTRIALLY IS DEPENDENT BOTH ON THE DEMOGRAPHIC CHARACTERISTICS OF THE WORKERS IN EACH INDUSTRY AND THE CHARACTERISTICS OF THE SPECIFIC SECTORS.
MGMT: RES75K0518

2616 LABOR FORCE PARTICIPATION IN THE GHETTO A STUDY OF NEW YORK CITY POVERTY AREAS. MAY 70
OFFNER, PAUL
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 172P.: PH.D. DISSERTATION, PRINCETON UNIVERSITY
EMPLOYMENT LEVEL, EMPLOYMENT OPPORTUNITIES, ETHNIC GROUPS, GHETTOS, LABOR SUPPLY, MANPOWER NEEDS, MODELS, TECHNICAL REPORTS, UNEMPLOYMENT, URBAN ENVIRONMENT, NEW YORK CITY
THIS STUDY EXAMINES THE QUESTION DOES LOCATION WITHIN A METROPOLITAN AREA HAVE A MAJOR EFFECT ON THE EMPLOYMENT, UNEMPLOYMENT, HOURS OF WORK, OCCUPATION AND EARNINGS OF POVERTY AREA RESIDENTS IF SO, HOW DOES THIS EFFECT DIFFER AMONG VARIOUS POPULATION GROUPS AND CAN THE NATURE AND MAGNITUDE OF THESE EFFECTS AMONG THE DIFFERENT GROUPS BE EXPLAINED. MAJOR EMPHASIS HAS BEEN GIVEN TO THE QUANTITY OF EMPLOYMENT IN POVERTY AREAS RATHER THAN THE QUALITY OF EMPLOYMENT. THE STUDY HAS BEEN LIMITED TO 379 POVERTY TRACTS

(CONT.)
2616 IN NEW YORK CITY: SOME SPECIAL 1960 CENSUS DATA FOR THESE TRACTS WAS EXAMINED. A MODEL OF LABOR SUPPLY IN AN URBAN AREA IS PRESENTED ALONG WITH THE EMPIRICAL RESULTS BASED ON THE DATA FOR NEW YORK CITY POVERTY AREAS. (AUTHOR)
ERIC: ED080855 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-196 453 MF $.95, MC $3.00)

2617 LABOR FORCE PARTICIPATION OF MALE YOUTHS LIVING IN LOW-INCOME URBAN AREAS JAN 74
LEIGH, DUANE E.
INDUSTRIAL AND LABOR RELATIONS REVIEW:27:2:242-248
RACIAL DIFFERENCES, MALES, LABOR FORCE NONPARTICIPANTS, LOW INCOME GROUPS, EMPLOYMENT PROBLEMS, PARTICIPATION, LABOR MARKET, EMPLOYMENT LEVEL, URBAN AREAS, TABLES (DATA)
REGRESSION RESULTS ARE PRESENTED FOR WHITE AND NONWHITE RACIAL GROUPS. THE RESULTS INDICATE THAT THE PARTICIPATION RATES OF BOTH WHITE AND NONWHITE MALE YOUTHS RESPOND SIMILARLY TO INTERCITY DIFFERENCES IN NOMINAL WAGE RATES AND EXTENT OF JOB TRAINING. HOWEVER, NONWHITE GROUPS ARE MORE SENSITIVE TO THE AGE-RACE SPECIFIC UNEMPLOYMENT RATE. (AUTHOR/DS)
ERIC: EJ090817

2618 LABOR FORCE PARTICIPATION OF MARRIED WOMEN IN THE UNITED STATES AN INVESTIGATION OF THE ROLE OF OCCUPATION 1972
DARIAN, JEAN C.
PENNSYLVANIA UNIV., PHILADELPHIA.
GRANT NO. OL-91-46-70-54
NOTES: FINAL REPT. 247P
LABOR RELATIONS, FEMALES, JOB ANALYSIS, FEMALES, FEMALES, EMPLOYMENT, MARRIED WOMEN, EMPLOYMENT OPPORTUNITIES
THE STUDY EXAMINES THE RELATIONSHIP BETWEEN THE TYPE OF WORK AVAILABLE TO MARRIED WOMEN IN THE UNITED STATES AND THEIR LABOR FORCE PARTICIPATION. THE MOST SIGNIFICANT INFORMATION CONTAINED IN THE REPORT INCLUDES 1) A SURVEY OF PREVIOUS RESEARCH ON CHANGES IN PARTICIPATION RATES OF MARRIED WOMEN FROM 1890 TO 1960, AND (2) A CROSS-SECTION EXAMINATION OF THE INFLUENCE OF THE TYPE OF OCCUPATION AVAILABLE ON PARTICIPATION RATES OF WOMEN OF VARYING WORK PROPENSITIES, USING DATA FROM THE 1/1000 SAMPLE OF THE UNITED STATES POPULATION IN 1960.
NTIS: PB-211 852 NTIS PRICES PC$3.00/MF$0.95

2619 LABOR FORCE PARTICIPATION OF MARRIED WOMEN, MARCH 1976 1977
JOHNSON, B.L.; HAYGHE, H.
(U.S.) MONTHLY LABOR REVIEW, VOL.100, NO.6, JUNE 1977, P. 32-36.
ECONOMICS, LABOR FORCE, MINORITIES, WOMEN IN BUSINESS
MARRIED WOMEN COMPRISE 45% OF THE LABOR FORCE ALTHOUGH THEIR INCOME AVERAGED ONLY 26% OF THE TOTAL FAMILY INCOME. BLACK WOMEN CONTRIBUTED A HIGHER PERCENTAGE TO THE FAMILY INCOME, WHILE WOMEN OF SPANISH ORIGIN COMPRISED 42% OF THE WORK FORCE.
MGMT: UML77F0032

2620 LABOR FORCE PARTICIPATION OF MEN, 25-54, BY RACE JUL 75
SISKIND, FREDERIC B.
MONTHLY LABOR REVIEW:98:7:60-2
CAUCASIANS, NEGROES, MALES, AGE GROUPS, EMPLOYMENT STATISTICS, LABOR FORCE, RESEARCH, UNEMPLOYMENT, RACIAL DIFFERENCES, GROUP CHARACTERISTICS, DISABILITY PAYMENTS, SOCIAL SECURITY
ERIC: EJ120497

2621 LABOR FORCE PARTICIPATION OF THE AGED AND THE SOCIAL SECURITY SYSTEM IN NINE COUNTRIES W 75
FISHER, PAUL
INDUSTRIAL GERONTOLOGY:2:1:1-13
RETIREMENT, STATISTICAL STUDIES, LABOR ECONOMICS, DEVELOPED NATIONS, COMPARATIVE STATISTICS, LABOR FORCE, LABOR FORCE NONPARTICIPANTS, EMPLOYMENT LEVEL, OLDER ADULTS, STATISTICAL DATA, SOCIAL SECURITY PROGRAM, PENSION SYSTEMS
COUNTRIES WITH MATURE SOCIAL SECURITY SYSTEMS HAVE DECLINING RATES OF LABOR FORCE PARTICIPATION OF THE AGED. THE EXPERIENCE OF NINE COUNTRIES (UNITED STATES, CANADA, BELGIUM, FRANCE, FEDERAL REPUBLIC OF GERMANY, ITALY, NETHERLANDS, SWEDEN, UNITED KINGDOM) OVER THE LAST TWO DECADES PROVIDED THE STATISTICAL DATA PRESENTED AND ANALYZED IN THE ARTICLE. (AUTHOR/AJ)
ERIC: EJ112126

2622 THE LABOR FORCE PARTICIPATION OF THE URBAN POOR 1969
SAWERS, LARRY BRUCE
MICHIGAN UNIV., ANN ARBOR. DEPT. OF PHILOSOPHY.
GRANT NO. OL-91-24-68-75
NOTES: DOCTORAL THESIS 161P
LABOR, URBAN AREAS, MANPOWER STUDIES, LABOR, URBAN POOR, POOR WHITES, NEGROES, PUERTO RICANS, MEXICAN AMERICANS, CENSUS TRACTS
THE STUDY INVESTIGATES DIFFERENCES IN PATTERNS OF LABOR FORCE PARTICIPATION AMONG URBAN POOR WHITES, BLACKS, PUERTO RICANS, AND MEXICAN AMERICANS USING PRIMARILY CENSUS TRACT DATA FROM THE 1960 CENSUS. IT WAS HYPOTHESIZED THAT RACIAL AND ETHNIC DIFFERENCES IN PATTERNS OF LABOR FORCE PARTICIPATION ARE A RESULT OF THE VERY DIFFERENT GEOGRAPHICAL DISTRIBUTION OF THE SEVERAL SUBGROUPS OF THE POOR. A MULTIVARIATE REGRESSION ANALYSIS

(CONT.)
2622 WAS USED TO RELATE THE LABOR FORCE PARTICIPATION OF THE DIFFERENT SUBGROUPS OF THE URBAN POOR TO BOTH THE LEVEL OF AGGREGATE LABOR DEMAND AND THE SKILL MIX OF LABOR DEMAND WITHIN THE METROPOLITAN AREA IN WHICH THE POOR LIVE. (AUTHOR)
NTIS: P3-186 131 CFSTI PRICES HC$6.00 MF$0.95

2623 THE LABOR FORCE PATTERNS OF DIVORCED AND SEPARATED WOMEN JAN 77
GROSSMAN, ALLYSON SHERMAN
MONTHLY LABOR REVIEW;100;1;48-53
EMPLOYMENT TRENDS, WORKING WOMEN, SOCIOECONOMIC STATUS, MARITAL STATUS, EMPLOYMENT STATISTICS, STATISTICAL ANALYSIS, LABOR FORCE, FAMILY INCOME, ONE PARENT FAMILY, DIVORCE
STATISTICS IN THIS STUDY DEMONSTRATE THAT, ON AVERAGE, SEPARATED WOMEN ARE MORE LIKELY THAN DIVORCED WOMEN TO HAVE CHILDREN AND TO HAVE LOWER LEVELS OF EDUCATION, EMPLOYMENT, AND INCOME. NEVERTHELESS, DIVORCED WOMEN ARE NOT WELL OFF EITHER, PARTICULARLY WHEN THEIR HIGH LABOR FORCE PARTICIPATION RATE AND COMPARATIVELY LOW FAMILY INCOME ARE CONSIDERED. (TA)
ERIC: EJ153176

2624 LABOR IN THE U.S.S.R. OCT 72
NASH, EDMUND
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 55P.
EMPLOYMENT PRACTICES, FOREIGN COUNTRIES, GOVERNMENT (ADMINISTRATIVE BODY), LABOR ECONOMICS, LABOR FORCE, LABOR UNIONS, WORKING WOMEN, SOVIET UNION
THIS COLLECTION INCLUDES 11 ARTICLES ON LABOR CONDITIONS IN THE SOVIET UNION PREPARED IN THE DIVISION OF FOREIGN LABOR CONDITIONS SINCE 1969. THE ARTICLES, MOST OF WHICH APPEARED IN THE DIVISIONS MONTHLY PUBLICATION, LABOR DEVELOPMENTS ABROAD AND IN THE MONTHLY LABOR REVIEW, INCLUDE (1) THE FIFTEENTH CONGRESS OF THE SOVIET TRADE UNIONS, (2) ECONOMIC AND LABOR DATA FOR 1971, (3) TRADE UNION FUNCTIONS EXTENDED, (4) THE PARTY ISSUES A DECISION ON SOCIALIST COMPETITION, (5) PUBLIC EMPLOYMENT OFFICE EXPERIMENT, (6) SOVIET LABOR POLICIES OF THE 24TH PARTY CONGRESS, (7) PURCHASING POWER OF WORKERS IN THE SOVIET UNION, (8) MIGRATION OF LABOR IN THE SOVIET UNION, (9) THE STATUS OF WOMEN IN THE U.S.S.R., (10) NEW DISCIPLINARY MEASURES, AND (11) THE INTERNATIONAL LABOR ORGANIZATION, YESTERDAY AND TODAY. (SB)
ERIC: ED076821

2625 THE LABOR MARKET AN INFORMATION SYSTEM. 73
YAVITZ, BORIS;AND OTHERS
NOTES: 131P.
CAREER EDUCATION, EMPLOYERS, EMPLOYMENT PATTERNS, FEDERAL GOVERNMENT, FEDERAL LEGISLATION, FEDERAL PROGRAMS, HIGHER EDUCATION, INFORMATION DISSEMINATION, INFORMATION PROCESSING, INFORMATION SCIENCE, INFORMATION SYSTEMS, LABOR MARKET, LOCAL ISSUES, MANPOWER DEVELOPMENT, OCCUPATIONAL GUIDANCE, PRIVATE AGENCIES, SYSTEMS ANALYSIS, SYSTEMS APPROACH
IN RESPONSE TO A REQUEST FROM THE MANPOWER ADMINISTRATION OF THE U. S. DEPARTMENT OF LABOR, THE BOOK, AUTHORED BY MANPOWER RESEARCHERS, DEVELOPS A CONCEPTUAL FRAMEWORK WITHIN WHICH A LABOR MARKET INFORMATION SYSTEM CAN BE UNDERSTOOD AND IMPLEMENTED. PART 1 DEALS WITH A RATIONALE AND CONCEPTUAL FRAMEWORK FOR GOVERNMENTAL ACTION DESIGNED TO IMPROVE THE FLOW OF LABOR MARKET INFORMATION. BACKGROUND INFORMATION IS PRESENTED CONCERNING RECENT LABOR MARKET TRANSFORMATIONS, ASSESSMENT OF ACTUAL JOB MARKET TRANSACTIONS, MANPOWER/EMPLOYMENT FLOW SUBSYSTEMS, AND BASIC CHARACTERISTICS OF INFORMATION AND INFORMATION SYSTEMS. IN PART 2, FIVE SEPARATE STUDIES ARE PRESENTED OF IMPORTANT SUBSYSTEMS OF THE ENCOUNTERED LABOR MARKET INFORMATION SYSTEM JOB MARKETS; ROLE OF CAREER GUIDANCE IN EDUCATIONAL INSTITUTIONS; USE OF LABOR MARKET INFORMATION BY INSTITUTIONS OF HIGHER EDUCATION, BY URBAN EMPLOYERS, AND BY FEDERAL POLICY-MAKERS. THE CONCLUDING SECTION, PART 3, SUMMARIZES CONCLUSIONS AND RECOMMENDATIONS FOR THE DEVELOPMENT OF AN EFFECTIVE LABOR MARKET INFORMATION SYSTEM. THE AUTHORS RECOMMEND SIMULTANEOUS ACTION ON BOTH THE LOCAL AND NATIONAL LEVELS OF LABOR MARKET INFORMATION. EFFORTS TO STRENGTHEN LOCAL LABOR MARKET INFORMATION COLLECTION/DISSEMINATION THROUGH A COOPERATIVE UNDERTAKING AMONG GOVERNMENTAL/PRIVATE/NONPROFIT SECTORS ARE ENCOURAGED. PRIMARY STRESS IS ON IMPROVING QUALITY OF PRESENT DATA AND MINIMIZING THE INITIAL COLLECTION OF MORE DATA. (EA)
ERIC: ED099635 PRAEGER PUBLISHERS, 111 FOURTH AVENUE, NEW YORK, NEW YORK 10003 ($10.00)

2626 LABOR MARKET ACTIVITY OF VETERANS SOME ASPECTS OF MILITARY SPILLOVER. AUG 69
WEINSTEIN, PAUL A.
MARYLAND UNIV., COLLEGE PARK. DEPT. OF ECONOMICS. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-2-6-062199-1955
NOTES: 483P.
APTITUDE, CAREER CHOICE, EDUCATIONAL BACKGROUND, EMPLOYMENT EXPERIENCE, INVESTIGATIONS, LABOR MARKET, MANPOWER UTILIZATION, MILITARY TRAINING, OCCUPATIONAL INFORMATION, RESEARCH METHODOLOGY, TRANSFER OF TRAINING, VETERANS, VETERANS EDUCATION, UNITED STATES ARMY, UNITED STATES NAVY
SPILLOVER EFFECTS OF MILITARY TRAINING AND SERVICE ON VOCATIONAL, EMPLOYMENT, AND EDUCATIONAL ACTIVITY WERE INVESTIGATED. INTERVIEWEES, CONSISTING OF 2,313 ARMY VETERANS AND 1,084 NAVY VETERANS, WERE SURVEYED BY QUESTIONNAIRE AS TO PERSONAL AND SOCIOECONOMIC BACKGROUND (INCLUDING APTITUDE AND EDUCATION), MILITARY OCCUPATIONAL SPECIALITIES

(CONT.)

2626 (MOSS), PRESERVICE AND SUBSEQUENT EMPLOYMENT, PATTERNS OF JOB SEEKING, SUCCESS OR FAILURE IN FINDING TRAINING RELATED EMPLOYMENT, AND BARRIERS TO THE USE OF MILITARY EXPERIENCES. RELATED CIVILIAN OCCUPATIONS WERE RECORDED FOR EACH MOS. THESE WERE AMONG THE MAJOR FINDINGS (1) ONLY 15.9% OF ARMY VETERANS AND 28% OF NAVY VETERANS USED THEIR MILITARY SKILLS IN CIVILIAN LIFE; (2) THE LABOR MARKET DID NOT EFFECTIVELY AID VETERANS INTERESTED IN USING THEIR SERVICE EXPERIENCE; (3) PRESERVICE EMPLOYMENT DOMINATED POSTSERVICE OCCUPATIONAL CHOICE; (4) NAVY VETERANS WERE MORE LIKELY THAN ARMY VETERANS TO RETURN TO SCHOOL. (THE DOCUMENT INCLUDES JOB DESCRIPTIONS, AN ESTIMATION OF THE MILITARY CONTRIBUTION OF HUMAN CAPITAL, A STUDY OF PROBLEMS IN MEASURING TRANSFER OF TRAINING, THE ROLE OF THE MILITARY IN ECONOMIC DEVELOPMENT, AND IMPLICATIONS OF VETERANS ACTIVITIES.) (LY)
ERIC: ED033308

2627 LABOR MARKET ANALYSIS A REVIEW AND ANALYSIS OF MANPOWER RESEARCH AND DEVELOPMENT. JUL 75
BAIN, TREVOR
CENTER FOR POLICY RESEARCH, NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 111P.
BIBLIOGRAPHIES, EMPLOYMENT PROJECTIONS, INFORMATION SOURCES, JOB APPLICANTS, JOB PLACEMENT, LABOR MARKET, LITERATURE REVIEWS, MANPOWER DEVELOPMENT, MOBILITY, PERSONNEL SELECTION, PROMOTION (OCCUPATIONAL), RESEARCH, RURAL URBAN DIFFERENCES, SYNTHESIS, OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT, OMRD
ADDRESSED TO THOSE IN THE MANPOWER FIELD (MANPOWER PROGRAM PLANNERS, PRACTITIONERS, RESEARCHERS, AND POLICY MAKERS) CURRENTLY ENGAGED IN WORK REQUIRING KNOWLEDGE OF LABOR MARKET FUNCTIONS, THIS REPORT UTILIZES DATA SYNTHESIZED FROM A DECADE OF RESEARCH STUDIES AND DEVELOPMENT PROJECTS SPONSORED BY THE OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT (OMRD). STUDY GOALS ARE IDENTIFIED AS PRESENTING THE PRINCIPAL ISSUES RELATED TO LABOR MARKET ACTIVITIES ASSOCIATED WITH EMPLOYMENT; A SYNTHESIS-ANALYSIS OF THE RESEARCH DEVELOPMENT LITERATURE RELATIVE TO THESE ACTIVITIES; AND ALTERNATIVE POLICY APPROACHES ARISING FROM THE LITERATURE REVIEWED. PRESENTING AN OVERVIEW OF LABOR MARKETS AND MANPOWER FORECASTING, THIS REPORT TRACES THE OPERATION OF THE LABOR MARKET FROM JOB SEARCH TO PLACEMENT AND PROMOTION. SPECIFICALLY, THE SEVEN CHAPTERS DEAL WITH SUCH ITEMS AS DIFFERING LABOR MARKETS (MACRO, MICRO, DUAL, RURAL, URBAN); THE SEARCH FOR WORK (TECHNIQUES AND PROGRAMS); LABOR MARKET INFORMATION (INTERMEDIARIES, SOURCES, IMPROVEMENT EFFORTS); SELECTION AND ENTRY (FORMAL, INFORMAL, SCREENING, PROGRAMS); INTERNAL LABOR MARKETS (THEORY, PROMOTION, DISCRIMINATION, JOB REDESIGN); MOBILITY (DEMONSTRATION PROJECTS AND AGRICULTURAL MIGRATION). IN ADDITION, THIS REPORT PRESENTS A LITERATURE BIBLIOGRAPHY AND A SHORT SUMMARY OF MAJOR PUBLISHED SOURCES OF LABOR MARKET INFORMATION. (AUTHOR/JC)
ERIC: ED121500

2628 LABOR MARKET CHANGES FOR BLACK MEN SINCE 1964 1975
WOMAN, W.
MONTHLY LABOR REVIEW, VOL.98, NO.4, APRIL 1975, P. 42-44.
DISCRIMINATION, EARNING POWER, ECONOMICS, EDUCATION, EEO, LABOR MARKET, MANUFACTURING, MINORITIES, TRANSPORTATION, UNEMPLOYMENT, WAGES
DISCUSSION OF THE IMPROVEMENT OF THE RELATIVE POSITION OF THE BLACK MAN IN THE LABOR MARKET SINCE 1964, SHOWS THAT SIGNIFICANT DISPARITY BETWEEN THE BLACK MAN AND THE WHITE MAN STILL REMAIN.
PGMT: UML7500042

2629 LABOR MARKET DISCRIMINATION AGAINST THE HANDICAPPED AN INITIAL INQUIRY NOV 76
FECHTER, ALAN E.;THORPE, CHARLES O. JR
URBAN INST., WASHINGTON, D.C. ASSISTANT SECRETARY FOR POLICY, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C. OFFICE OF RESEARCH AND EVALUATION.
CONTRACT NO. OL-J-9-E-5-0062
NOTES: FINAL REPT. MAY 75-NOV 76 86P
HANDICAPPED PERSONS, DISCRIMINATION, LABOR MARKET, NTISLABASP
THE 1966 SURVEY OF ECONOMIC OPPORTUNITY IS USED TO DERIVE ESTIMATES OF LABOR MARKET DISCRIMINATION AGAINST THE HANDICAPPED WITH DISABLING CONDITIONS. GROSS DIFFERENCES IN LABOR MARKET VARIABLES BY HANDICAP STATUS OF WORKERS ARE ADJUSTED FOR BETWEEN-GROUP DIFFERENCES IN WORKER CHARACTERISTICS. THE NET DIFFERENCES ARE TREATED AS ESTIMATES OF LABOR MARKET DISCRIMINATION AGAINST THE HANDICAPPED.
NTIS: PB-265 226/1ST NTIS PRICES PC A05/MF A01

2630 LABOR MARKET EXPERIENCE FOR ENGINEERS DURING PERIODS OF CHANGING DEMAND. NOV 73
BAIN, TREVOR
CENTER FOR POLICY RESEARCH, NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 143P.
ECONOMIC CHANGE, EDUCATION, EMPLOYMENT, ENGINEERING, GOVERNMENT EMPLOYEES, MANPOWER UTILIZATION, UNEMPLOYMENT, RESEARCH REPORTS
THIS REPORT WAS PREPARED TO PRESENT REVIEWS, SYNTHESIS, AND EVALUATION OF RESEARCH STUDIES AND DEMONSTRATION PROJECTS CONCERNED WITH THE LABOR MARKET EXPERIENCE OF UNEMPLOYED ENGINEERS, PARTICULARLY IN AEROSPACE-DEFENSE. IT ALSO INCLUDES A REVIEW AND EVALUATION OF NATIONAL MANPOWER EFFORTS TO AID THE REEMPLOYMENT OF UNEMPLOYED ENGINEERS, SCIENTISTS, AND TECHNICIANS AS WELL AS THE STATE-OF-THE-ART OF FORECASTING THE DEMAND

(CONT.)

2630 AND SUPPLY OF ENGINEERS AND SCIENTISTS. RECOMMENDATIONS FOR FUTURE PUBLIC AND PRIVATE MANPOWER EFFORTS DEVOTED TO ENGINEERS EMPLOYMENT ARE PRESENTED. THE REPORT ALSO INCLUDES A BIBLIOGRAPHY OF THE LITERATURE ON THE SUBJECT AND AN ANNOTATED BIBLIOGRAPHY OF OFFICE OF RESEARCH AND DEVELOPMENT (ORD) PROGRAMS. (AUTHOR/EB)
ERIC: ED093639 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

2631 LABOR MARKET EXPERIENCE OF MINORITY YOUTH IN POVERTY NEIGHBORHOODS. 7 APR 71
STAMBLER, HOWARD V.
DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 8P.; PAPER PRESENTED AT AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION CONVENTION, ATLANTIC CITY, N. J., APRIL 4-8, 1971
DEPRESSED AREAS (GEOGRAPHIC), DISADVANTAGED ENVIRONMENT, DISADVANTAGED GROUPS, DISADVANTAGED YOUTH, ECONOMIC DISADVANTAGEMENT, LABOR MARKET, SOCIAL DISCRIMINATION, SUBEMPLOYMENT, UNDEREMPLOYED, UNEMPLOYMENT, YOUTH
THE NUMBERS, FAMILY STATUS, EDUCATIONAL DISADVANTAGES, HOMELIFE, INCOME, AND EMPLOYMENT EXPERIENCE OF MINORITY YOUTH, PRIMARILY BLACKS, ARE DISCUSSED, UTILIZING MUCH SUPPORTIVE STATISTICAL DATA. AFTER PRESENTING THE GENERAL PICTURE, THE AUTHOR NARROWS HIS FOCUS TO THE SPECIFIC SKILL AND TRAINING NEEDS AND DEFICITS OF MINORITY YOUTH FROM SLUM AND POVERTY NEIGHBORHOODS. SOME OF THE FINDINGS OF A 6-CITY BUREAU OF LABOR STATISTICS URBAN EMPLOYMENT SURVEY ARE ELABORATED, WHICH DESCRIBE THE JOB SITUATION FOR YOUTH AND OTHER POVERTY RESIDENTS. THE RESULTS SHOW CLEARLY THE ECONOMIC AND SOCIAL CONSEQUENCES OF MANY YEARS OF NEGLECT AND DISCRIMINATION, AND THE POVERTY AND UNDEREMPLOYMENT THAT ARE CAUSED BY LACK OF SKILL, TRAINING, EDUCATION, AND COUNSELING. THE AUTHOR CONCLUDES THAT THESE ADVANTAGES WHILE NOT A PANACEA, CAN BE THE KEY TO A MORE SATISFYING LIFE FOR MINORITY YOUTH. (TL)
ERIC: ED054489

2632 THE LABOR MARKET EXPERIENCES OF TWO-YEAR COLLEGE ALUMNI AUG 76
ALLEN, ROBERT E.
STATE UNIV. OF NEW YORK AT BUFFALO. SCHOOL OF MANAGEMENT. EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C.
GRANT NO. DL-91-36-73-13
NOTES: FINAL REPT. 478P
TECHNICAL SCHOOLS, STUDENTS, COMMUNITY COLLEGES, LABOR MARKET, NTISLABPEU
THE RESEARCH WAS DESIGNED TO ASCERTAIN THE LABOR MARKET IMPLICATIONS OF THREE ASPECTS OF THE TWO-YEAR COLLEGE EXPERIENCE TYPE OF INSTITUTION ATTENDED (COMMUNITY COLLEGE OR PROPRIETARY BUSINESS INSTITUTE), MAJOR FIELD OF STUDY (BUSINESS VERSUS ENGINEERING), AND LEVEL OF EDUCATIONAL ATTAINMENT (TERMINAL TWO-YEAR COLLEGE VERSUS BACCALAUREATE DEGREE). FOR GRADUATES OF TWO-YEAR COLLEGE BUSINESS PROGRAMS, THE TYPE OF INSTITUTION ATTENDED (PUBLIC VERSUS PROPRIETARY) DID NOT GREATLY AFFECT THE ALUMNIS SUBSEQUENT LABOR MARKET PERFORMANCE IN EITHER THE SHORT OR LONG RUN. WHEN ALUMNI WHO MAJORED IN DIFFERENT FIELDS OF STUDY WERE COMPARED, THE DATA INDICATED THAT ENGINEERING GRADUATES HAD MORE FAVORABLE LABOR MARKET EXPERIENCES THAN THEIR PEERS WHO MATRICULATED IN BUSINESS RELATED SUBJECTS. THE ADVANTAGES ASSOCIATED WITH THE ENGINEERING MAJOR TENDED, HOWEVER, TO DESSIPATE OVER TIME. THE LABOR MARKET IMPLICATIONS FOR TWO-YEAR COLLEGE GRADUATES OF TRANSFERRING TO A FOUR-YEAR INSTITUTION WERE ALSO EXAMINED. THE DATA INDICATED THAT POSSESSION OF A BACCALAUREATE DEGREE CLEARLY ENHANCED THE LABOR MARKET EXPERIENCES OF BOTH BUSINESS AND ENGINEERING MAJORS. THE LABOR MARKET ADVANTAGES FAVORING THE BACCALAUREATE DEGREE HOLDERS NARROWED ONLY SLIGHTLY OVER TIME.
NTIS: PB-263 118/2ST NTIS PRICES PC A21/MF A01

2633 THE LABOR MARKET FOR YOUNG MEN 4 OCT 76
OSTERMAN, PAUL
BOSTON UNIV., MASS. DEPT. OF ECONOMICS.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-25-75-42
NOTES: FINAL REPT. 256P
YOUTH, MALES, EMPLOYMENT, LABOR MARKET, NTISLABPEL, NTISLABETA
THIS REPORT STUDIES THE OPERATION OF THE LABOR MARKET FOR YOUNG MEN. THE RESEARCH CONSISTS OF INTERVIEWS WITH EMPLOYERS, YOUNG WORKERS, AND YOUTH WORKERS AS WELL AS ANALYSIS BASED ON THE NLS SURVEY OF YOUNG MEN. THE REPORT SEEKS TO INTEGRATE A THEORY OF THE NATURE AND IMPACT OF ADOLESCENT DEVELOPMENT ON LABOR MARKET BEHAVIOR WITH A THEORY OF THE INSTITUTIONAL STRUCTURE OF LABOR DEMAND. THE THEORIES ARE TESTED AND APPLIED TO POLICY ISSUES SUCH AS YOUTH UNEMPLOYMENT AND LABOR MARKET DISCRIMINATION.
NTIS: PB-274 305/2ST NTIS PRICES PC A12/MF A01

2634 THE LABOR MARKET FRAMEWORK OF JOB DEVELOPMENT SOME PROBLEMS AND PROSPECTS. MANPOWER TRAINING SERIES. 67
NIXON, R. A.
NEW YORK UNIV., N.Y. CENTER FOR THE STUDY OF UNEMPLOYED YOUTH. SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C. OFICE OF JUVENILE DELINQUENCY AND YOUTH DEVELOPMENT.
NOTES: 67P.
EMPLOYMENT OPPORTUNITIES, JOB DEVELOPMENT, JOB MARKET, JOB PLACEMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, OCCUPATIONAL INFORMATION, UNSKILLED WORKERS, VOCATIONAL EDUCATION
THIS MONOGRAPH IS ADDRESSED PRINCIPALLY TO THE POLICY MAKER AND PROGRAM PLANNER DEALING WITH JOB DEVELOPMENT, AND DEFINES SOME OF THE LIMITS, PROBLEMS, AND NEEDS OF THE FIELD. PRIMARILY, JOB DEVELOPMENT IS CONCERNED WITH THE DEMAND SIDE OF THE LABOR MARKET

(CONT.)
2634 EQUATION, DEALING WITH THE AVAILABILITY OF JOB OPENINGS IN GENERAL OR FOR A PARTICULAR GROUP, AND WITH THE DEMAND FOR WORKERS. BUT THE SUPPLY SIDE--WORKERS QUALIFICATIONS AND TRAINING--MUST ALSO BE CONSIDERED BY THE JOB DEVELOPER AS HE TRIES TO LOWER THE UNEMPLOYMENT RATE. WHILE A GENERALIZED INCREASE IN LABOR DEMAND WILL AUTOMATICALLY DISSOLVE A LARGE SECTION OF THE MARGINAL JOBLESS LABOR FORCE, AN IMPORTANT RESIDUE OF DISADVANTAGED UNEMPLOYED WHO REQUIRE SPECIAL CARE AND ASSISTANCE TO REALIZE THEIR POTENTIAL AS WORKERS WILL REMAIN. IN THIS CONTEXT, THE PAPER CONSIDERS THE FOLLOWING TOPICS (1) LABOR MARKET INFORMATION--NEEDS, SOURCES, AND GAPS, (2) WORKERS AND JOBS, (3) THE HIRING PROCESS, AND (4) FULL EMPLOYMENT, JOB DEVELOPMENT, AND JOB CREATION. (CH)
ERIC: ED043725 CENTER FOR THE STUDY OF UNEMPLOYED YOUTH, GRADUATE SCHOOL OF SOCIAL WORK, NEW YORK UNIVERSITY, 853 BROADWAY, NEW YORK, NEW YORK 10003 ($1.00)

2635 THE LABOR MARKET IMPACTS OF THE PRIVATE RETIREMENT SYSTEM 21 FEB 73
TAGGART III, ROBERT
GEORGE WASHINGTON UNIV., WASHINGTON, D.C.
GRANT NO. DL-91-11-72-20
NOTES: FINAL REPT. 225P
RETIREMENT, LABOR RELATIONS, BENEFIT PLANS, IMPACT, LABOR MARKET, DEFERRED WAGES, JOB OPPORTUNITIES, OLDER WORKERS, PROFIT SHARING, SOCIAL SECURITY, LAYOFFS
THE STUDY EXAMINES THE IMPACT OF PENSION AND PROFIT-SHARING PLANS ON LABOR MOBILITY, RETIREMENT PATTERNS, COMPENSATION, DEMAND FOR OLDER WORKERS, LAYOFFS DURING RECESSIONS, AND THE POLICY IMPLICATIONS.
NTIS: PB-214 842/7 NTIS PRICES PC$3.00/MF$0.95

2636 THE LABOR MARKET IMPLICATIONS OF AN ECONOMYWIDE AFFIRMATIVE ACTION PROGRAM 1976
JOHNSON, G.E.
INDUSTRIAL AND LABOR RELATIONS REVIEW, VOL.29, NO.4, JULY 1976, P. 508-522.
AFFIRMATIVE ACTION, ECONOMICS, INCOME, INCOME DISTRIBUTION, INDUSTRIAL RELATIONS, LABOR MARKET, MICROECONOMICS, MINORITIES, WAGES
PART OF A SYMPO UM EVALUATING THE FEDERAL CONTRACT COMPLIANCE PROGRAM. EXAMINES THE INCOME DISTRIBUTION EFFECTS OF A HYPOTHETICAL AFFIRMATIVE ACTION PROGRAM IN WHICH ALL WORKERS WOULD RECEIVE THE SAME WAGE AS THE MAJORITY OF WORKERS IN THE JOB, AND ALL FIRMS WOULD HAVE MINORITIES IN REPRESENTATIVE NUMBERS. UNDER THESE AND OTHER RIGID ASSUMPTIONS, A STRICT QUOTA SYSTEM MAY HAVE SERIOUS DISRUPTIVE SECONDARY EFFECTS IN THE LABOR MARKET IN TERMS OF SKILL UTILIZATION AND INCENTIVES.
MGMT: ILR7690508

2637 LABOR MARKET INFORMATION FOR THE LOCAL DELIVERY OF MANPOWER SERVICES OCT 72
LEVINE, LOUIS
LEVINE (LOUIS), WASHINGTON, D.C.
CONTRACT NO. DL-71-11-72-05
NOTES: FINAL REPT. 154P
MANPOWER, INFORMATION SYSTEMS, SERVICES, MANPOWER UTILIZATION, LABOR MARKET, SAN ANTONIO(TEXAS), PHOENIX(ARIZONA), SALT LAKE CITY(UTAH), HAYWARD(CALIFORNIA), OMPER
THE STUDY FOCUSED ON THE SCOPE AND CHARACTER OF A LOCAL LABOR MARKET INFORMATION (LMI) SYSTEM SPECIFICALLY DESIGNED TO MEET LOCAL MANPOWER PROGRAM OPERATING REQUIREMENTS AND TO SUPPORT THE DELIVERY OF MANPOWER SERVICES LOCALLY. THE RESEARCHER REVIEWED THE RELEVANT LITERATURE, TAPPED THE EXPERTISE OF EXPERTS IN THE MANPOWER ADMINISTRATION, INTERVIEWED LOCAL PROGRAM OFFICIALS, AND OBSERVED THE WAY IN WHICH LMI WAS RELATED TO MANPOWER OPERATIONS AND SERVICES IN SAN ANTONIO, PHOENIX, SALT LAKE CITY, AND HAYWARD (CALIFORNIA). THE REPORT OUTLINES THE BACKGROUND FOR THE GROWING IMPORTANCE OF LMI, THE ELEMENTS OF A LOCAL LMI SYSTEM, AND THE IMPLEMENTATION OF A LOCAL LMI SYSTEM.
NTIS: PB-221 314/8 NTIS PRICES PC$9.75/MF$0.95

2638 LABOR MARKET INFORMATION FOR YOUTHS. 75
WOLFBEIN, SEYMOUR L., ED.
TEMPLE UNIV., PHILADELPHIA, PA. SCHOOL OF BUSINESS ADMINISTRATION. DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 260P.
CAREER EDUCATION, EDUCATIONAL EXPERIENCE, EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROJECTIONS, INFORMATION SYSTEMS, JOB MARKET, LABOR MARKET, NATIONAL DEMOGRAPHY, OCCUPATIONAL INFORMATION, STATE PROGRAMS, UNEMPLOYMENT, YOUTH EMPLOYMENT, CALIFORNIA, OREGON, UNITED STATES
THIS VOLUME BRINGS TOGETHER THE THIRTEEN PAPERS DELIVERED AT THE CONFERENCE ON IMPROVING LABOR MARKET INFORMATION FOR YOUTH, CONDUCTED BY THE U.S. DEPARTMENT OF LABOR AND TEMPLE UNIVERSITY IN 1974. THE PAPERS FOCUS ON ASSESSING THE ROLE OF LABOR MARKET INFORMATION IN THE PROCESS OF HELPING TO ENDOW YOUNG PEOPLE WITH WHAT THEY NEED TO TRANSACT WITH THE SCHOOL-WORK CONNECTION. THE BEGINNING PAPERS DISCUSS SEVERAL OF THE ISSUES SURROUNDING HIGH UNEMPLOYMENT AMONG YOUTH, FOLLOWED BY A FACTUAL REVIEW OF WHERE THE UNITED STATES IS AND WHERE IT IS EXPECTED TO BE IN THE IMMEDIATE YEARS AHEAD IN SOME IMPORTANT DIMENSIONS OF THE POPULATION, LABOR FORCE, AND EMPLOYMENT TRENDS RELATING TO YOUTH. THE LATTER SERIES OF PAPERS CONTAIN A DISCUSSION OF THE POTENTIALITIES OF IMPROVING LABOR MARKET INFORMATION FOR YOUNG PEOPLE, NOT ONLY IN THE KIND OF INFORMATION BUT IN THE MANNER IN WHICH IT IS MADE AVAILABLE. TITLES OF THE PAPERS ARE THE RITES OF PASSAGE. APPROACHES TO THE TRANSITION FROM SCHOOL TO WORK, NEW DEVELOPMENTS IN CAREER EDUCATION A NATIONAL PERSPECTIVE, PROPOSAL FOR EDUCATIONAL WORK EXPERIENCE, THE NEW WORKER--IMPLICATIONS OF DEMOGRAPHIC TRENDS, YOUTH EMPLOYMENT AND CAREER ENTRY, YOUTH EMPLOYMENT OPPORTUNITIES CHANGES IN THE RELATIVE POSITION OF COLLEGE AND HIGH SCHOOL

(CONT.)
2638 GRADUATES, IMPROVED LABOR MARKET INFORMATION AND CAREER CHOICE ISSUES IN PROGRAM EVALUATION, IMPROVED JOB INFORMATION ITS IMPACT ON LONG-RUN LABOR MARKET EXPERIENCE, OCCUPATIONAL DATA THE FOUNDATION OF A LABOR MARKET INFORMATION SYSTEM, APPLICATION OF INFORMATION SYSTEMS TO CAREER AND JOB CHOICE, THE CALIFORNIA EXPERIENCE, AND ORGANIZATION OF A CAREER INFORMATION SYSTEM THE OREGON APPROACH. (SH)
ERIC: ED134708 TEMPLE UNIVERSITY, PHILADELPHIA, PENNSYLVANIA 19122 ($7.95)

2639 LABOR MARKET INFORMATION IN RURAL AREAS MAY 72
MOSER, COLLETTE
MICHIGAN STATE UNIV., EAST LANSING. CENTER FOR RURAL MANPOWER AND PUBLIC AFFAIRS.
CONTRACT NO. DL-82-26-71-44
NOTES: 235
MANPOWER, RURAL AREAS, LABOR MARKET, OMPER
A CONFERENCE EXPLORED THE DEMAND FOR AND THE SUPPLY OF LABOR MARKET INFORMATION IN RURAL AREAS OF THE UNITED STATES. THE PROCEEDINGS INCLUDE 21 PAPERS AND 7 AUDIENCE-PARTICIPANT DISCUSSIONS OF THE SEVEN SESSIONS.
NTIS: PB-218 796/1 NTIS PRICES PC$3.00/MF$0.95

2640 LABOR MARKET INFORMATION IN RURAL AREAS PROCEEDINGS OF A CONFERENCE (MICHIGAN STATE UNIVERSITY, EAST LANSING, FEBRUARY 22-23, 1972). 72
MOSER, COLLETTE, COMP.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 231P.
ECONOMIC FACTORS, FARM LABOR SUPPLY, GOVERNMENT ROLE, INFORMATION NEEDS, LABOR MARKET, MIGRANTS, MINORITY GROUPS, POPULATION TRENDS, RURAL AREAS, UNDEREMPLOYED, UNEMPLOYED
PAPERS CONCERNING THE NEED FOR LABOR MARKET CONCEPTS AND INFORMATION AT A VARIETY OF LEVELS ARE PRESENTED IN THIS CONFERENCE REPORT, ALONG WITH DISCUSSIONS OF MAJOR ISSUES. MAJOR AREAS EMPHASIZED IN THIS DOCUMENT ARE (1) DATA NEEDS FOR MANPOWER PLANNING AND POLICY-MAKING BY PUBLIC OFFICIALS FOR RURAL AREAS, (2) EMPLOYER NEEDS FOR LABOR MARKET INFORMATION IN ORDER TO LOCATE AND OPERATE IN RURAL AREAS, (3) LABOR MARKET INFORMATION NEEDS OF CURRENT AND POTENTIAL JOB SEEKERS IN RURAL AREAS, AND (4) THE ROLE OF U.S. GOVERNMENT AGENCIES. THE CENSUS BUREAU, THE U.S. DEPARTMENT OF LABOR, AND THE U.S. DEPARTMENT OF AGRICULTURE ARE DESCRIBED AS SUPPLIERS OF INFORMATION ON RURAL LABOR MARKETS. A CONFERENCE PROGRAM AND A LIST OF PARTICIPANTS ARE INCLUDED. (PS)
ERIC: ED064005

2641 LABOR MARKET INFORMATION SYSTEMS INFORMATION NEEDS, SOURCES AND METHODS OF DELIVERY. PROCEEDINGS OF A CONFERENCE (BERKELEY, CALIFORNIA, NOVEMBER 4-6, 1970). 70
CALIFORNIA UNIV., BERKELEY. HUMAN FACTORS IN TECHNOLOGY RESEARCH GROUP. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 99P.
CONFERENCES, EMPLOYMENT OPPORTUNITIES, INFORMATION DISSEMINATION, INFORMATION NEEDS, INFORMATION SOURCES, INFORMATION SYSTEMS, LABOR MARKET, MANPOWER NEEDS, MANPOWER UTILIZATION
THIS DOCUMENT CONTAINS THE PROCEEDINGS OF A CONFERENCE ON THE GENERAL TOPIC OF LABOR MARKET INFORMATION, PARTICULARY THE NEED TO DEVELOP BETTER METHODS, SERVICES, AND SUBSYSTEMS FOR DELIVERING SUCH INFORMATION. THE SOURCE OF THE CURRENT CONCERN FOR AN ADEQUATE SYSTEM OF LABOR MARKET INFORMATION WAS THE INCREASED NATIONAL INTEREST IN THE OPTIMUM UTILIZATION OF LABOR AS WELL AS IN PROVIDING EMPLOYMENT OPPORTUNITIES TO WORKERS. PARTICIPATING IN THE CONFERENCE WAS A DIVERSE GROUP FROM UNIVERSITIES, EMPLOYMENT SERVICES, VOCATIONAL EDUCATION, COUNSELING AND PLACEMENT SERVICES, INDUSTRY, NONPROFIT ORGANIZATIONS, AND THE CIVIL SERVICE. THE PROCEEDINGS INCLUDE REPORTS OF SEMINARS ON THE NATURE OF DEMAND FOR LABOR MARKET INFORMATION, THE SOURCES OF LABOR MARKET INFORMATION, AND THE PROCESSING AND DELIVERY OF LABOR MARKET INFORMATION. (MF)
ERIC: ED080741

2642 LABOR MARKET STRATIFICATION AND WAGE DETERMINATION OCT 74
FIORE, MICHAEL J.
MASSACHUSETTS INST. OF TECH., CAMBRIDGE. DIV. OF SPONSORED RESEARCH. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. L-72-116
NOTES: FINAL REPT. JUN 72-SEP 74 174P
INDUSTRIAL RELATIONS, SALARIES, ECONOMETRICS, LABOR MARKET, WAGE STRUCTURES, NTISLABASP
IN THIS THEORETICAL MONOGRAPH AN ATTEMPT IS MADE TO IDENTIFY A SET OF PRINCIPLES WHICH GOVERN THE WAGE-SETTING PROCESS. A LABOR MARKET STRUCTURE IS DESCRIBED WHICH IS STRATIFIED BASED ON THE FACTORS OF STABILITY OF EMPLOYMENT AND OF THE SOCIAL GROUPS WHICH WORKERS FORM ON THE JOB, AND THE VARIATIONS IN THE LEVEL OF COGNITIVE DEVELOPMENT AT WHICH PEOPLE OPERATE IN THE WORKPLACE. TWO APPROACHES TO INCOMES POLICY ARE DISCUSSED A SYSTEM OF CONTROLS TO THWART DESTABILIZING PRESSURES BUT PERMIT WAGE ADJUSTMENT WHICH RESTORES TRADITIONAL WAGE RELATIONSHIPS ONCE THESE HAVE BEEN DISTORTED, AND A BROADER WAGE STRATEGY DESIGNED TO STRENGTHEN THE INHERENT CAPACITY OF TRADITIONAL STRUCTURES TO RESIST, ON THEIR OWN, DESTABILIZING EXTERNAL PRESSURES AND TO ABSORB OR DEFLECT THESE PRESSURES THROUGH OTHER MECHANISMS IN A NON-INFLATIONARY POLICY. THE IMPORTANCE OF ESTABLISHING CUSTOM BASED ON PROCEDURES TO PROMOTE STABILITY OF THE WAGE STRUCTURE IS EMPHASIZED AND THE CONFLICT OF THIS POLICY WITH ONE AFFECTING INCOME DISTRIBUTION AND BASED ON SUBSTANCE IS DISCUSSED.
NTIS: PB-253 634/0ST NTIS PRICES PC$6.75/MF$2.25

2643 LABOR MARKETS SEGMENTS AND SHELTERS. CONSERVATION OF HUMAN RESOURCES SERIES.
FREEDMAN, MARCIA;MACLACHLAN, GRETCHEN
COLUMBIA UNIV., NEW YORK, N.Y. CONSERVATION OF HUMAN RESOURCES PROJECT. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. DL-21-36-73-04; DL-21-36-73-5; DL-21-36-75-20
NOTES: 216P.
AGE, CLASSIFICATION, COLLECTIVE BARGAINING, DEMOGRAPHY, EDUCATIONAL BACKGROUND, EMPLOYMENT LEVEL, EMPLOYMENT PATTERNS, FAMILY INCOME, INCOME, INDUSTRY, LABOR CONDITIONS, LABOR DEMANDS, LABOR ECONOMICS, LABOR MARKET, LABOR UNIONS, MANPOWER UTILIZATION, OCCUPATIONAL CLUSTERS, OCCUPATIONAL MOBILITY, OCCUPATIONS, SEX (CHARACTERISTICS), SOCIAL SCIENCE RESEARCH, JOB SECURITY, UNITED STATES
UTILIZING FEDERAL CENSUS DATA FROM 1960 AND 1970, THIS STUDY PROVIDES (1) AN OVERVIEW OF THE JOB STRUCTURE OF THE ENTIRE AMERICAN ECONOMY AS OF 1970, BY ARRANGING THE JOBS IN A NEW OCCUPATIONAL-INDUSTRIAL MATRIX AND RANKING THEM IN TERMS OF AVERAGE ANNUAL EARNINGS; AND (2) AN ANALYSIS OF THE STRUCTURAL FACTORS THAT DISTINGUISH THE BETTER FROM THE WORSE JOBS AND IDENTIFIES THEIR RELATIVE IMPORTANCE. PART ONE EXPLORES STRUCTURAL ARRANGEMENTS THAT SEGMENT THE LABOR MARKET INTO JOBS AT VARIOUS EARNINGS LEVELS. CHAPTER 1 PROVIDES COMPARATIVE DATA FROM THE 1960 AND 1970 CENSUSES. CHAPTERS 2 AND 3 EXPAND THE FINDINGS BY EXPLICATING THE INSTITUTIONAL ARRANGEMENTS (ORGANIZATIONAL AND BARGAINING FACTORS) THEY REPRESENT. PART TWO, IN CHAPTERS 4 AND 5, ANALYZES THE SAME DATA BY SUBSTITUTING DEMOGRAPHIC VARIABLES (SEX, AGE, AND EDUCATION) FOR THE STRUCTURAL ONES AND AGAIN COMPARING THE 1960 AND 1970 SITUATIONS; AND CHAPTER 6 FOCUSES ON JOB COMBINATIONS PRODUCING VARIOUS LEVELS OF FAMILY INCOME, GIVING SPECIAL ATTENTION TO SINGLE-EARNER FAMILIES HEADED BY WOMEN. PART THREE INCLUDES CHAPTER 7, WHICH DEVELOPS THE CONCEPT OF JOB SHELTERS (FROM THE RISKS OF COMPETITION IN THE MARKET, UNEMPLOYMENT, DISABILITY, AND OLD AGE), AND CHAPTER 8, WHICH PRESENTS IMPLICATIONS FOR FUTURE RESEARCH AND PUBLIC POLICY. (EM)
ERIC: ED142688 UNIVERSE BOOKS, 381 PARK AVENUE SOUTH, NEW YORK, NEW YORK 10016 ($16.50)

2644 LABOR MARKETS I THE RURAL SOUTH A STUDY BASED ON FOUR RURAL SOUTHERN COUNTIES. MAR 77
ADAMS, JOHN F.;AND OTHERS
GEORGIA STATE UNIV., ATLANTA. CENTER FOR INSURANCE RESEARCH. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. DLMA-91-13-72-10
NOTES: 574P.
AGRICULTURE, BLACK EMPLOYMENT, ECONOMICALLY DISADVANTAGED, ECONOMIC DEVELOPMENT, ECONOMIC DISADVANTAGEMENT, ECONOMIC RESEARCH, EDUCATIONAL NEEDS, EMPLOYMENT, FRINGE BENEFITS, GOVERNMENT EMPLOYEES, HUMAN CAPITAL, INCOME, INDUSTRIAL TRAINING, JOB TRAINING, LABOR FORCE NONPARTICIPANTS, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MEXICAN AMERICANS, MIGRANTS, MIGRATION, POLICY, RACIAL DISCRIMINATION, RURAL AREAS, RURAL ECONOMICS, RURAL POPULATION, SEX DISCRIMINATION, SOCIAL WELFARE, SOCIOECONOMIC STATUS, SOUTHERN STATES, STATISTICAL DATA, SURVEYS, UNEMPLOYMENT, UNSKILLED WORKERS, WAGES, WELFARE SERVICES, GEORGIA (DODGE COUNTY), LOUISIANA (NATCHITOCHES PARISH), MISSISSIPPI (SUNFLOWER COUNTY), TEXAS (STARR COUNTY)
FOCUSING ON THE FACTORS INHIBITING THE LABOR MARKETS ADJUSTMENT TO ECONOMIC CHANGE, THE STUDY EXAMINED THE ECONOMIC AND SOCIAL PROBLEMS FACING SOUTHERN RURAL AREAS AND POPULATIONS, INCLUDING CHICANOS AND MIGRANTS. FACTORS WERE IN THE AREAS OF THE LABOR MARKET BEHAVIOR, INCOME AND EARNINGS, POVERTY, WELFARE SYSTEM AND WELFARE REFORM, MANPOWER DEVELOPMENT AND TRAINING, ECONOMIC DEVELOPMENT, AND THE COMMUNITYS SOCIAL AND POLITICAL ENVIRONMENTS. DATA WERE DERIVED FROM AN EXTENSIVE SURVEY OF HOUSEHOLDS WHICH OBTAINED ECONOMIC, SOCIAL, DEMOGRAPHIC, AND BEHAVIORAL INFORMATION; AND A SURVEY OF COUNTY INSTITUTIONS WHICH OBTAINED SPECIFIC INFORMATION CONCERNING BUSINESS ACTIVITIES AND THE COMMUNITYS ECONOMIC AND SOCIAL STRUCTURE AND ORGANIZATION. SURVEYS WERE CONDUCTED IN DODGE COUNTY, GEORGIA; NATCHITOCHES PARISH, LOUISIANA; STARR COUNTY, TEXAS; AND SUNFLOWER COUNTY, MISSISSIPPI. MAJOR CONCLUSIONS WERE A SUBSTANTIAL PORTION OF THE RURAL SOUTHERN POPULATION WAS UNABLE TO OBTAIN ADEQUATE INCOME THROUGH WORK; RURAL WORKERS WERE HAMPERED IN THEIR INCOME GENERATING EFFORTS BY LOW EDUCATIONAL LEVELS, LACK OF TRAINING AND OF WORK EXPERIENCE, AND HEALTH PROBLEMS; EMPLOYMENT DISCRIMINATION BY RACE AND SEX WAS PERVASIVE AND ONE CAUSE OF LOW INCOMES; AND TRANSFER PROGRAMS HAD NOT ELIMINATED POVERTY AND WELFARE REFORM WOULD HAVE HAD SIGNIFICANT BENEFICIAL IMPACTS ON MANY LOW INCOME FAMILIES AND THE OVERALL ECONOMY OF THE RURAL SOUTH. (NO)
ERIC: ED136995 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($6.00)

2645 LABOR MARKETS, INCENTIVES AND OCCUPATIONAL EDUCATION. CENTER RESEARCH MONOGRAPH NO. 3. 69
FEARN, ROBERT M.
NORTH CAROLINA STATE UNIV., RALEIGH. CENTER FOR OCCUPATIONAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-2-7-070348-2698
NOTES: 114P.
BUDGETING, COMMUNITY COLLEGES, CURRICULUM DEVELOPMENT, HYPOTHESIS TESTING, LABOR ECONOMICS, LABOR MARKET, QUESTIONNAIRES, STATISTICAL SURVEYS, TECHNICAL INSTITUTES, VOCATIONAL EDUCATION
ALTHOUGH THE MAJOR FACTORS DETERMINING CURRICULUM MIX ARE KNOWN, LITTLE HAS BEEN DONE TO MEASURE THE RELATIVE IMPORTANCE OF EACH FACTOR. USING THE DATA GATHERED BY QUESTIONNAIRE FROM NORTH CAROLINA COMMUNITY COLLEGES AND TECHNICAL INSTITUTES, THIS STUDY TESTED THE

(CONT.)
2645 HYPOTHESES THAT LOCAL LABOR MARKET STRUCTURES INFLUENCE CURRICULAR OFFERINGS, AND THAT BUDGETARY ALLOCATION PROCEDURES WITHIN THE EDUCATIONAL SYSTEM CREATE INTERNAL MONETARY INCENTIVES WHICH AFFECT CURRICULAR OFFERINGS. LEAST SQUARES REGRESSION ANALYSIS INDICATED THAT CURRICULAR OFFERINGS WERE POSITIVELY RELATED TO ABSOLUTE SIZE OF THE USING INDUSTRY BUT NEGATIVELY RELATED TO ITS RELATIVE SIZE. DATA RECEIVED FROM THE NORTH CAROLINA DEPARTMENT OF COMMUNITY COLLEGES CONFIRMED THE SECOND HYPOTHESIS, THAT CURRICULUM MIX IS AFFECTED BY THE LOCAL ADMINISTRATORS BUDGETARY ALLOCATIONS. THIS CAN RESULT IN A DRIFT IN CURRICULUM AWAY FROM OPTIMALITY TOWARD A POSITION MORE PROFITABLE TO THE LOCAL ADMINISTRATOR IN TERMS OF BUDGETARY CONSIDERATIONS. (BH)
ERIC: ED042903

2646 LABOR MOBILITY AN EVALUATION OF PILOT PROJECTS IN MICHIGAN AND WISCONSIN. 72
SOMERS, GERALD G.
WISCONSIN UNIV., MADISON. INDUSTRIAL RELATIONS RESEARCH INST. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 140P.
ADJUSTMENT (TO ENVIRONMENT), ADJUSTMENT PROBLEMS, COST EFFECTIVENESS, FEDERAL PROGRAMS, LABOR ECONOMICS, LABOR FORCE, MANPOWER UTILIZATION, MIGRATION PATTERNS, OCCUPATIONAL MOBILITY, PARTICIPANT CHARACTERISTICS, PILOT PROJECTS, PROGRAM EVALUATION, RELOCATION, RURAL RESETTLEMENT, SOCIOECONOMIC STATUS, VOCATIONAL ADJUSTMENT, VOCATIONAL DEVELOPMENT, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA, MICHIGAN, WISCONSIN
WORKERS WHO WERE RELOCATED UNDER FEDERALLY SPONSORED PILOT MOBILITY PROJECTS IN MICHIGAN AND WISCONSIN WERE COMPARED WITH A GROUP OF NONMOVERS DRAWN FROM THE SAME RURAL AREAS AND WITH SIMILAR DEMOGRAPHIC AND LABOR MARKET CHARACTERISTICS. IT WAS FOUND THAT THE MOVERS IMPROVED THEIR EMPLOYMENT STATUS, THEIR OCCUPATIONAL STATUS, AND THEIR INCOME AFTER THE MOVE AS COMPARED WITH THEIR ECONOMIC STATUS PRIOR TO THE MOVE AND AS COMPARED WITH A SIMILAR BEFORE-AFTER FOLLOW-UP OF THE NONMOVER COMPARISON GROUP. ROUGH COST-BENEFIT APPROXIMATIONS INDICATE THAT THE RELOCATION SUBSIDY WAS A SOUND ECONOMIC INVESTMENT. HOWEVER, THE RELOCATEES EXPRESSED DISSATISFACTION WITH A NUMBER OF NON-ECONOMIC ASPECTS OF THEIR NEW ENVIRONMENT, AND ALMOST 20 PERCENT HAD RETURNED TO THEIR HOME AREA WITHIN 6 MONTHS OF THEIR RELOCATION. IT IS RECOMMENDED THAT GOVERNMENT-SPONSORED MOBILITY PROJECTS BE EXPANDED, BUT THAT GREATER EMPHASIS BE GIVEN TO COUNSELING AND OTHER SUPPORTIVE SERVICES. (AUTHOR/AG)
ERIC: ED068729

2647 LABOR MOBILITY DEMONSTRATION PROJECT 1 FEB 68
HARTFORD DEPT. OF PUBLIC WELFARE, CONN.
CONTRACT NO. OL-87-07-66-14
NOTES: FINAL REPT. 59P
MANPOWER UTILIZATION, ETHNIC GROUPS, NEGROES, RELOCATION, PUERTO RICANS, DISADVANTAGED GROUPS
THE PROJECT WAS AN EFFORT TO RELOCATE UNEMPLOYED AND UNDEREMPLOYED PERSONS, PREDOMINATELY NEGROES AND PUERTO RICANS, FROM THE GHETTO TO THE SUBURBS TO LEARN WHETHER JOB FINDING ASSISTANCE, COUNSELING AND RELOCATION COULD ENABLE FAMILIES WITH AN ABLE-BODIED WAGE EARNER TO GET OFF WELFARE ROLLS. (AUTHOR)
NTIS: PB-199 403 NTIS PRICES PC$3.00 MF$0.95

2648 LABOR MOBILITY DEMONSTRATION PROJECT. FINAL REPORT. 15 JAN 68
TUSKEGEE INST., ALA. OFFICE OF MANPOWER, AUTOMATION, AND TRAINING (DOL), WASHINGTON, D.C.
NOTES: 46P.
DEMONSTRATION PROJECTS, FINANCIAL SUPPORT, JOB DEVELOPMENT, JOB PLACEMENT, LOW INCOME GROUPS, MANPOWER UTILIZATION, OCCUPATIONAL GUIDANCE, OCCUPATIONAL MOBILITY, PRIVATE AGENCIES, PROGRAM DESCRIPTIONS, RELOCATION, RURAL POPULATION, SOCIOECONOMIC INFLUENCES, UNEMPLOYED, URBAN IMMIGRATION, VOCATIONAL COUNSELING, LABOR MOBILITY DEMONSTRATION PROJECT
THE LABOR MOBILITY PROGRAM IS DESIGNED TO PROVIDE SUCH COUNSELING, TECHNICAL, AND FINANCIAL ASSISTANCE AS WILL BE NEEDED TO PLACE RETRAINED PERSONS ON JOBS THAT MAKE DECENT WAGES IN OTHER COMMUNITIES, IN CONTRAST TO THOSE PROGRAMS WHICH RETRAIN PERSONS FOR LOCAL EMPLOYMENT. THE GENERAL OBJECTIVES INCLUDE DEVELOPING JOBS FOR PERSONS HAVING SALEABLE SKILLS, ASSISTING THESE PERSONS AND THEIR FAMILIES IN RELOCATING TO THE JOB AREA, AND IDENTIFYING PROBLEMS AND PROVIDING SOLUTIONS RELATED TO THE RELOCATION PROCESS. OVER THE PAST 2 YEARS THIS EXPERIMENTAL AND DEMONSTRATION RELOCATION PROJECT HAS BEEN INSTRUMENTAL IN OVER 450 RELOCATIONS OF TRAINED PERSONNEL. ITS CLIENTELE HAS BEEN MAINLY RURAL OR FARM DISPLACED PERSONS WHO HAVE RELOCATED MAINLY IN AN URBAN SITUATION. THE MAJOR OBJECTIVE OF RELOCATION SHOULD BE AIMED AT HUMAN RESOURCE CONSERVATION AND DEVELOPMENT. THE IMMEDIATE AIM SHOULD BE TO PLACE ADULTS IN SELF-SUPPORTING CIRCUMSTANCES AND ULTIMATELY TO EXPOSE THEIR CHILDREN TO OPPORTUNITIES AND CIRCUMSTANCES WHICH WILL PREVENT THE RECYCLING OF UNEMPLOYMENT AND SUBSEQUENTLY DEPRIVATION. JOB DEVELOPMENT, PLACEMENT PROCEDURES, TRIAL ALLOWANCES, AND LOAN-GRANT ALLOWANCES ARE ALSO DISCUSSED. (CH)
ERIC: ED032397

2649 LABOR MOBILITY, SELECTED REFERENCES. APR 67
NOTES: 15P.
BIBLIOGRAPHIES, LABOR FORCE, OCCUPATIONAL MOBILITY
COMPLETE BIBLIOGRAPHIC REFERENCES TO 54 BOOKS, 100 PERIODICAL ARTICLES, 16 UNITED STATES GOVERNMENT PUBLICATIONS, AND TWO OTHER LABOR MOBILITY BIBLIOGRAPHIES ARE GIVEN. THE

(CONT.)
2649 PUBLICATION DATES OF THE WORKS LISTED RANGE FROM 1953 TO 1966. (ET)
AIM/ARM: VT004375

2650 THE LABOR MOVEMENT AFTER WORLD WAR II 1976
BARBASH, J.
MONTHLY LABOR REVIEW (U.S.), VOL.99, NO.11, NOV 1976, P. 34-37.
AFL-CIO, COLLECTIVE BARGAINING, EMPLOYEE BENEFITS, GOVERNMENT REGULATION, INDUSTRIAL RELATIONS, LABOR LAW, LABOR NEGOTIATIONS, LABOR UNIONS, MINORITIES, STRIKE, TECHNOLOGICAL CHANGE
COLLECTIVE BARGAINING HAS WORKED WELL IN ACCOMODATING TO TECHNOLOGICAL CHANGE. UNION MEMBERSHIP HAS NOT KEPT PACE WITH GROWTH IN THE LABOR FORCE AND NON-AGRICULTURAL EMPLOYMENT. THE MAJOR INITIATIVES WHICH AFFECT THE UNION LIE WITH THE ENTERPRISE AND THE STATE.
MGMT: UML76K0034

2651 LABOR RELATIONS (A BIBLIOGRAPHY WITH ABSTRACTS) FEB 75
YOUNG, MARY E.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1964-DEC 1974 174P
LABOR RELATIONS, BIBLIOGRAPHIES, NTISNTIS
THE BIBLIOGRAPHY COVERS VARIOUS ASPECTS OF LABOR RELATIONS IN THE UNITED STATES. THESE 169 SELECTED STUDIES INCLUDE LABOR PROBLEMS, EFFECTS OF LABOR UNIONS, LABOR-MANAGEMENT RELATIONSHIPS, LABOR ATTITUDES, WAGES AS THEY APPLY TO TURNOVER AND JOB SATISFACTION, BUSINESS ATTITUDES TOWARD LABOR, MINORITY PROBLEMS, AND THE CAUSE AND EFFECT OF LABOR MIGRATION AND TURNOVER ON BUSINESS AND THE ECONOMY. OTHER PUBLISHED SEARCHES ARE AVAILABLE WHICH COVER DIFFERENT ASPECTS OF LABOR RELATIONS. THEY INCLUDE COM-74-11571, PRODUCTIVITY: NTIS/PS-74/122, JOB SATISFACTION: AND NTIS/PS-75/291, COLLECTIVE BARGAINING, WAGES, AND LABOR CONTRACTS.
NTIS: NTIS/PS-75/290/7ST NTIS PRICES PC$25.00/MF$25.00

2652 LABOR RELATIONS AND AFFIRMATIVE ACTION: A TUG OF WAR 1977
WHALEN, G.M.; RUBIN, R.S.
PUBLIC PERSONNEL MANAGEMENT, VOL.6, NO.3, MAY-JUNE 1977, P. 149-155. BIBLIOG. 11
AFFIRMATIVE ACTION, EEO, INDUSTRIAL RELATIONS, LABOR LAW, LABOR NEGOTIATIONS, LABOR RELATIONS, LITIGATION, SENIORITY, UNIONS
SOME LEGAL CONSIDERATIONS THAT CAUSE LABOR RELATION PROBLEMS WITH AFFIRMATIVE ACTION INCLUDE THIRD PARTY CHALLENGES TO LABOR AGREEMENTS, SENIORITY SYSTEM CONFLICTS, FAIR REPRESENTATION RULES, AND THE CHANCE THAT THE COURTS WILL IMPOSE A SETTLEMENT.
MGMT: PPM77E0149

2653 LABOR RELATIONS IN A PERIOD OF INFLATION AND RECESSION: MANAGEMENT VIEWS 1975
ROSOW, J.M.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SPRING MEETING, SPRING 1975, P. 531-53J.
COLLECTIVE BARGAINING, CONTRACTS, COST OF LIVING, INDUSTRIAL RELATIONS, INFLATION, LABOR NEGOTIATIONS, LAYOFF, MANAGEMENT, PRODUCTIVITY, RECESSION, UNEMPLOYMENT, UNIONS, WAGES
NEGOTIATORS MAY BE MORE ATTRACTED TO SHORTER TERM AGREEMENTS AS A MEANS OF HEDGING DURING A PERIOD OF ECONOMIC UNCERTAINTY. THE IMPACTS OF INFLATION AND RECESSION ON PURCHASING POWER, PRODUCTIVITY, CONTRACT DURATION, LABOR COSTS, UNEMPLOYMENT, COLLECTIVE BARGAINING, SENIORITY SYSTEM, COMMUNICATIONS AND MOTIVATION ARE EXAMINED.
MGMT: IRR75N0531

2654 LABOR RELATIONS IN A PERIOD OF INFLATION AND RECESSION: POLICIES OF THE NLRB 1975
FANNING, J.H.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SPRING MEETING, SPRING 1975, P. 534-540.
COLLECTIVE BARGAINING, FAIR EMPLOYMENT PRACTICES, GOVERNMENT REGULATION, INDUSTRIAL RELATIONS, INFLATION, LABOR LAW, LEGISLATION, NLRB, RECESSION, UNEMPLOYMENT BENEFITS, UNIONS
THE NLRB IS MAINLY CONCERNED WITH COLLECTIVE BARGAINING AS A PROCESS, NOT WITH THE TERMS OF THE BARGAIN THAT IS EVENTUALLY MADE OR WITH FURTHERING ANY PARTICULAR ECONOMIC OR FISCAL POLICY.
MGMT: IRR75N0534

2655 LABOR RELATIONS. VOLUME 1. 1964-1974 (A BIBLIOGRAPHY WITH ABSTRACTS) MAR 76
YOUNG, MARY E.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1964-1974 174P
LABOR RELATIONS, BIBLIOGRAPHIES, NTISNTIS
CITATIONS INCLUDE LABOR PROBLEMS, EFFECTS OF UNIONS, LABOR-MANAGEMENT RELATIONSHIPS, LABOR AND BUSINESS ATTITUDES, WAGES AS THEY APPLY TO TURNOVER AND JOB SATISFACTION, AND THE EFFECTS OF LABOR MIGRATION. (THIS UPDATED BIBLIOGRAPHY CONTAINS 169 ABSTRACTS, NONE OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.)
NTIS: NTIS/PS-76/0252/7ST NTIS PRICES PC$25.00/MF$25.00

2656 LABOR RELATIONS. VOLUME 2. 1975-APRIL 1977 (A BIBLIOGRAPHY WITH ABSTRACTS) MAY 77
YOUNG, MARY E.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1975-APR 77 138P
LABOR RELATIONS, BIBLIOGRAPHIES, LABOR FORCE, EMPLOYEE RELATIONS, NTISNTIS

(CONT.)

2656 CITED STUDIES INCLUDE LABOR PROBLEMS, EFFECTS OF LABOR UNIONS, LABOR-MANAGEMENT RELATIONSHIPS, LABOR ATTITUDES, ATTITUDES OF BUSINESS TOWARDS LABOR, MINORITY PROBLEMS, AND THE CAUSE AND EFFECT OF LABOR MIGRATION AND TURNOVER ON BUSINESS AND THE ECONOMY. (THIS UPDATED) BIBLIOGRAPHY CONTAINS 125 ABSTRACTS, 54 OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.) SEE ALSO NTIS/PS-76/0252, LABOR RELATIONS, VOL. 1, 1964-1974.
NTIS: NTIS/PS-77/0281/4ST NTIS PRICES PC N01/MF N01

2657 LABOR RELOCATION ASSISTANCE THE ALABAMA EXPERIENCE. A CASE-STUDY OF THE TUSKEGEE INSTITUTE LABOR MOBILITY DEMONSTRATION PROJECT, 1965-66 AND 1966-67. FINAL REPORT. 1 OCT 74
MCELROY, KATHLEEN MARY
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 115P.; PH.D. DISSERTATION, CASE-WESTERN RESERVE UNIVERSITY
DEMONSTRATION PROGRAMS, DOCTORAL THESES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT STATISTICS, FAILURE FACTORS, JOB DEVELOPMENT, JOB PLACEMENT, JOB TRAINING, MANPOWER UTILIZATION, NEGRO EMPLOYMENT, OCCUPATIONAL MOBILITY, PROGRAM EVALUATION, RELOCATION, SOUTHERN STATES, STATISTICAL ANALYSIS, SUCCESS FACTORS, TABLES (DATA), UNEMPLOYMENT, VOCATIONAL ADJUSTMENT, ALABAMA
THE LABOR MOBILITY DEMONSTRATION PROJECT ATTEMPTED TO INCREASE THE GEOGRAPHIC MOBILITY OF A POPULATION CHARACTERIZED BY LOW PREVIOUS MOBILITY AND LOW MOBILITY POTENTIAL--BLACK AND WHITE WORKERS, EITHER UNEMPLOYED OR NEWLY TRAINED (MANPOWER DEVELOPMENT TRAINING ACT) FROM CENTRAL ALABAMA. THE COMPLEXITY OF THE RECRUITMENT AND SELECTION TASK, AND SUBSTANTIAL SLIPPAGE RESULTING FROM SLOPPY RECRUITMENT PROCEDURES AND THE FACT THAT THE STAFF ATTEMPTED LOCAL AS WELL AS NON-LOCAL PLACEMENTS, ARE REVEALED IN THE FACT THAT ONLY 202 OF 279 PERSONS INTERVIEWED ACTUALLY REPORTED TO POTENTIAL RELOCATION JOBS. FIRM OFFER OF A JOB APPROPRIATE TO SKILLS AND EXPECTATIONS, I.E., CAREFUL JOB DEVELOPMENT, AS WELL AS A MINIMUM OF BUREAUCRATIC SNARLS IN THE FUNDING PROCESS, WERE CRUCIAL IN EFFECTING SUCCESSFUL RELOCATION. BY TIME OF INTERVIEW ALL BUT 51 OF 152 ACTUAL RELOCATEES HAD RETURNED HOME, MOST BECAUSE OF LAYOFF OR ANTICIPATED LAYOFF, EMPHASIZING THE CRUCIAL ROLE OF JOB DURATION IN SUCCESSFUL RELOCATION. REGRESSION ANALYSIS INDIATED THAT RELOCATION SUCCESS WAS ASSOCIATED WITH TWO PRINCIPAL EXPLANATORY VARIABLES APPROPRIATE JOB AVAILABILITY AND PRIOR SKILL TRAINING. (AUTHOR)
ERIC: ED105098

2658 LABOR REQUIREMENTS FOR FEDERAL HIGHWAY CONSTRUCTION 1975
FINGER, O.S.
(U.S.) MONTHLY LABOR REVIEW, VOL998, NO.12, DEC 1975, P. 31-35.
AUTOMATION, CONSTRUCTION INDUSTRY, GOVERNMENT SPENDING, INPUT OUTPUT ANALYSIS, LEGISLATION, MANAGEMENT, OVERHEAD, PRICE INDEX, PRODUCTIVITY, PROFIT, PUBLIC ADMINISTRATION, SUPERVISION, TECHNOLOGICAL CHANGE, TECHNOLOGY, TRADE UNION, TRANSPORTATION
EXAMINES THE TRENDS OF LABOR AND MATERIAL REQUIREMENTS FOR HIGHWAY CONSTRUCTION. THE PROPORTION OF SEMISKILLED AND UNSKILLED WORKERS HAS REMAINED UNCHANGED, BUT PERCENTAGE OF MANAGERIAL AND SUPERVISORY PERSONNEL HAS DECLINED. TECHNOLOGY IS BASICALLY UNCHANGED, ALTHOUGH AUTOMATION IS INTRODUCED. THE OFFSITE LABOR NEEDS ARE AFFECTED BY CHANGES IN THE AMOUNT PURCHASED FROM AND BY PRODUCTIVITY IN EACH INDUSTRY. COST DISTRIBUTION IS EXPLORED.
MGMT: UNL75L0031

2659 LABOR SUPPLY AND THE VALUE OF THE HOUSEWIFES TIME APR 75
COGAN, JOHN F.
RAND CORP., SANTA MONICA, CALIF. ECONOMIC DEVELOPMENT ADMINISTRATION, WASHINGTON, D.C.
GRANT NO. EDA-OER-388-G-73-9
NOTES: EDA-99-7-13220
FEMALES, MARKET VALUE, HOUSEWIVES, NTISCOMEDA, NTISRAND
IN THIS REPORT SEVERAL ALTERNATIVE PROCEDURES FOR ESTIMATING THE VALUE OF THE NONWORKING MARRIED WOMANS TIME ARE EXAMINED AND COMPARED. IN SECTION II SOME THEORETICAL CONSIDERATIONS ARE PRESENTED. IN SECTION III FOUR PROCEDURES FOR ESTIMATING THE VALUE OF TIME ARE EXAMINED. IN SECTION IV, ESTIMATES FROM EACH OF THE PROCEDURES ARE OBTAINED BY USING THE SAME SAMPLE AND IDENTICAL SPECIFICATIONS OF THE RELEVANT FUNCTIONS. THE DIFFERENT PROCEDURES ARE THEN COMPARED ON THE BASIS OF PREDICTED LABOR FORCE PARTICIPATION RATES, MARKET WAGE RATES, AND RESERVATION WAGE RATES.
NTIS: PB-258 193/3ST NTIS PRICES PC$4.50/MF$3.00

2660 THE LABOR SUPPLY FOR LOWER LEVEL OCCUPATIONS APPENDIX A. SUPPLEMENTARY REPORTS JUN 75
MATTILA, J. PETER;ROSENTHAL, NEAL H.;SOMMERS, DIXIE
NATIONAL PLANNING ASSOCIATION, WASHINGTON, D.C. MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-21-11-73-02
NOTES: FINAL REPT. 115P
UNSKILLED WORKERS, HOUSEHOLD MAIDS, NURSES AIDES, NTISLABPEU
THE APPENDIX INCLUDES TWO SUPPLEMENTARY REPORTS, COMMISSIONED BY THE NATIONAL PLANNING ASSOCIATION. THE FIRST IS AN ANALYSIS OF THE LABOR SUPPLY OF HOUSEHOLD MAIDS BY J. PETER MATTILA. THE SECOND IS AN ANALYSIS OF THE SUPPLY OF HOSPITAL ATTENDANTS BY NEAL H. ROSENTHAL AND DIXIE SOMMERS.
NTIS: PB-249 725/3ST NTIS PRICES PC$5.50/MF$2.25

2661 THE LABOR SUPPLY FOR LOWER LEVEL OCCUPATIONS FINAL REPORT. VOLUME I. SEP 75
WOOL, HAROLD:PHILLIPS, BRUCE D.
NATIONAL PLANNING ASSOCIATION, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. 21-11-73-02
NOTES: 462P.
AGE, EDUCATIONAL EXPERIENCE, EDUCATIONAL NEEDS, EMPLOYMENT PROJECTIONS, EMPLOYMENT TRENDS, LABOR MARKET, LABOR SUPPLY, MIGRANT WORKERS, NATIONAL SURVEYS, NEGRO EMPLOYMENT, OCCUPATIONAL SURVEYS, RACE, SEMISKILLED WORKERS, SEX (CHARACTERISTICS), SOCIOECONOMIC STATUS, TREND ANALYSIS, UNSKILLED OCCUPATIONS, WAGES, UNITED STATES
THIS STUDY EXAMINES THE HYPOTHESIS THAT THE LABOR SUPPLY FOR LOWER LEVEL OCCUPATIONS WILL BE SIGNIFICANTLY REDUCED AS A RESULT OF SUCH TRENDS AS OCCUPATIONAL UPGRADING OF BLACK WORKERS, INCREASED EDUCATION, AND THE PROSPECTIVE REDUCTION IN NUMBER OF NEW ENTRANTS TO THE LABOR FORCE. CHAPTER I REVIEWS A NUMBER OF THEORETICAL AND EMPIRICAL CRITERIA FOR RANKING OF OCCUPATIONS AND DESCRIBES THE METHODS FOLLOWED IN ARRIVING AT A STATUS GROUPING OF OCCUPATIONS FOR THE PRESENT STUDY. CHAPTER II INCLUDES A BROAD HISTORICAL REVIEW OF THE EARLIER SOURCES OF MANPOWER FOR LOWER LEVEL JOBS, IDENTIFYING THE SUCCESSIVE CONTRIBUTIONS OF BLACK WORKERS, IMMIGRANTS, FARM-TO-CITY MIGRANTS, AND OF OTHER DISADVANTAGED CATEGORIES, IN RELATION TO THE CHANGING OCCUPATIONAL NEEDS OF THE ECONOMY. CHAPTER III PRESENTS THE RESULTS OF A DETAILED ANALYSIS OF 1960-70 TRENDS IN OCCUPATIONAL LABOR SUPPLY, BY SUCH CHARACTERISTICS AS AGE, SEX, RACE, EDUCATIONAL LEVEL, AND NATIVITY. A TECHNICAL APPENDIX TO THIS CHAPTER DESCRIBES THE PROCEDURES FOLLOWED IN ADJUSTMENT OF 1960-70 CENSUS OCCUPATIONAL STATISTICS FOR THE TREND ANALYSIS. AND CHAPTER IV ANALYZES THE RELATIONSHIP BETWEEN LABOR SUPPLY AND RELATIVE WAGES IN LOWER-LEVEL OCCUPATIONS, BASED ON EXAMINATION OF AGGREGATE 1960-70 TRENDS AND ON A CROSS-SECTIONAL ANALYSIS OF INTER-AREA WAGE DIFFERENCES BASED ON 1970 CENSUS DATA. (ML)
ERIC: ED132259

2662 THE LABOR SUPPLY FOR LOWER-LEVEL OCCUPATIONS 1976
WOOL, HAROLD
NATIONAL PLANNI[illegible] ASSOCIATION, WASHINGTON, D.C. EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-[illegible]0-24-76-01
NOTES: MONOGRAPH 118P
UNSKILLED WORKERS, NTISLABPEU
THIS PROJECT TESTED THE HYPOTHESIS THAT THE HISTORICAL SOURCES OF MANPOWER FOR LOWER LEVEL OCCUPATIONS, SUCH AS IMMIGRANTS OR DEPRIVED POPULATION GROUPS, HAVE BEEN CONTRACTING AND WILL CONTINUE TO CONTRACT IN THE COMING DECADE. IT ALSO ASSESSED THE IMPLICATIONS FOR MANPOWER AND ECONOMIC PLANNING. AMONG THE FINDINGS WERE (1) DURING THE 1960-70 DECADE, THERE WAS A SIGNIFICANT REPLACEMENT OF BLACK WORKERS IN THE LOWEST-LEVEL JOBS BY YOUNGER WHITE WORKERS AND, TO A LESSER EXTENT, BY ADULT WHITE WOMEN, MANY OF WHOM ENGAGED IN THESE JOBS ON A PART-TIME BASIS. INCREASED IMMIGRANTS, PARTICULARLY FROM NEARBY LATIN-AMERICAN COUNTRIES, PROVIDED AN ADDITIONAL LABOR SOURCE FOR THESE JOBS IN SOME AREAS. (2) PROJECTIONS OF THE LABOR FORCE IN 1980 AND 1985 (UNDER A FULL-EMPLOYMENT ASSUMPTION) INDICATE THAT LABOR SUPPLY WILL GROW MORE RAPIDLY THAN DEMAND FOR HIGHER-LEVEL OCCUPATIONS, AND THAT THE REVERSE WILL BE THE CASE FOR LOWER-LEVEL OCCUPATIONS. THE REDUCED SUPPLY OF YOUTH FOR THESE JOBS IN THE 1980S WAS IDENTIFIED AS THE LARGEST SINGLE CONTRIBUTING FACTORS.
NTIS: PB-255 857/2ST NTIS PRICES PC$5.50/MF$3.00

2553 LABOR SUPPLY OF MARRIED WOMEN IN PART-TIME AND FULL-TIME OCCUPATIONS OCT 76
MORGENSTERN, RICHARD D.:HAMOVITCH, WILLIAM
INDUSTRIAL AND LABOR RELATIONS REVIEW;30;1;59-67
WORKING WOMEN, PART TIME JOBS, WORKING HOURS, MARITAL STATUS, LABOR SUPPLY, LABOR MARKET, MATHEMATICAL MODELS, ECONOMIC RESEARCH, MOTIVATION, SOCIAL FACTORS
THIS STUDY EXAMINES DIFFERENCES IN THE LABOR SUPPLY OF MARRIED WOMEN TO PART-TIME AND FULL-TIME OCCUPATIONS, CONCLUDING THAT THERE ARE MAJOR DIFFERENCES IN THE DETERMINANTS OF LABOR SUPPLY FOR MARRIED WOMEN IN PART-TIME AS OPPOSED TO FULL-TIME OCCUPATIONS. (HD)
ERIC: EJ149852

2654 LABOR SUPPLY OF WOMEN POTENTIALLY ELIGIBLE FOR FAMILY ASSISTANCE NOV 72
MEYER, JACK A.
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH.
CONTRACT NO. DL-82-39-72-21
NOTES: SPECIAL REPT. FOR 1967 79P
FEMALES, UNEMPLOYMENT, UNEMPLOYMENT, SOCIAL WELFARE, FAMILY ASSISTANCE, WELFARE BENEFITS
BASED UPON DATA FOR A NATIONAL SAMPLE OF WOMEN 30 TO 44 YEARS OF AGE, THIS STUDY ATTEMPTS TO ASCERTAIN THE INFLUENCE OF THE EXISTING WELFARE SYSTEM ON WORK INCENTIVES OF MARRIED WOMEN IN FAMILIES LIVING BELOW THE POVERTY LINE. AN ADAPTATION OF THE CONVENTIONAL LABOR SUPPLY MODEL IS USED TO ANALYZE THE EFFECT OF VARIATION IN THE LEVEL OF WELFARE BENEFITS AND IN THE IMPLICIT TAX RATE ON THE NUMBER OF HOURS WORKED PER YEAR BY WOMEN WHO MEET THE ELIGIBILITY REQUIREMENTS SET FORTH IN THE ORIGINAL VERSION OF THE NIXON ADMINISTRATIONS FAMILY ASSISTANCE PLAN. THE STUDY FINDS A STRONG NEGATIVE RELATIONSHIP BETWEEN HOURS WORKED AND POTENTIAL OTHER INCOME, WHICH IMPLIES THAT THE AMOUNT OF TIME SPENT WORKING BY POOR MARRIED WOMEN WILL BE INVERSELY RELATED TO THE LEVEL OF WELFARE BENEFITS FOR WHICH THEY WOULD BE ELIGIBLE WITHOUT WORKING. SECOND, THE IMPLICIT TAX RATE UNDER A WELFARE SCHEME IS ALSO NEGATIVELY RELATED TO THE NUMBER OF HOURS WORKED, AT LEAST AMONG BLACK WOMEN. OTHER FINDINGS OF THE STUDY ARE THAT HOURS OF WORK OF WOMEN IN THE SAMPLE ARE POSITIVELY RELATED TO AMOUNT OF EDUCATION AND TO THE

(CONT.)
2664 STATE OF THEIR HEALTH. (AUTHOR)
NTIS: PB-213 737/9 NTIS PRICES PC$3.00/MF$0.95

2665 LABOR TURNOVER AND SEX DISCRIMINATION. 74
MATTILA, J. PETER
IOWA STATE UNIV. OF SCIENCE AND TECHNOLOGY, AMES. INDUSTRIAL RELATIONS CENTER.
CONTRACT NO. 27
LABOR TURNOVER, SEX DISCRIMINATION, WORKING WOMEN, COMPARATIVE ANALYSIS, EMPLOYMENT PATTERNS, LABOR FORCE
IT HAS BEEN ALLEGED THAT HIGH FEMALE LABOR TURNOVER IMPOSES COSTS UPON EMPLOYERS WHICH INDUCE THEM TO DISCRIMINATE AGAINST WOMEN IN HIRING AND PAY. THIS STUDY EXAMINES MALE AND FEMALE QUIT DATA AND DRAWS TWO PRIMARY CONCLUSIONS. FIRST, WOMEN ARE LESS LIKELY THAN MEN TO QUIT FOR JOB-RELATED REASONS, ALTHOUGH THEY DO QUIT MORE OFTEN BECAUSE OF HOUSEHOLD RESPONSIBILITIES. IT IS NOT TRUE THAT TOTAL FEMALE QUIT RATES EXCEED MALE RATES. SECOND, FEMALE QUIT RATES ARE LOWER RELATIVE TO MALE RATES DURING PERIODS OF LOW UNEMPLOYMENT, WHICH SUGGESTS THE IMPORTANCE OF MAINTAINING FULL EMPLOYMENT TO COMBAT DISCRIMINATION. (AUTHOR/MF)
AIM/ARM: VT100948

2666 LABOR TURNOVER AND SEX DISCRIMINATION. WORKING PAPER NO. 1974-01. / 74
MATTILA, J. PETER
IOWA STATE UNIV. OF SCIENCE AND TECHNOLOGY, AMES. INDUSTRIAL RELATIONS CENTER.
NOTES: 29P.
EQUAL OPPORTUNITIES (JOBS), FEMALES, LABOR FORCE, LABOR TURNOVER, MALES, OCCUPATIONAL MOBILITY, PERSISTENCE, SEX DISCRIMINATION, WORKING WOMEN
MANY HAVE ASSERTED THAT HIGH FEMALE LABOR TURNOVER IMPOSES COSTS ON EMPLOYERS WHICH INDUCE FIRMS TO DISCRIMINATE IN HIRING AND PAY AGAINST WOMEN. THIS STUDY EXAMINES MALE AND FEMALE QUIT DATA AND DRAWS TWO PRIMARY CONCLUSIONS. FIRST, WOMEN ARE LESS LIKELY THAN MEN TO QUIT FOR JOB RELATED REASONS ALTHOUGH WOMEN DO QUIT MORE OFTEN BECAUSE OF HOUSEHOLD RESPONSIBILITIES. IT IS NOT NECESSARILY TRUE THAT TOTAL FEMALE QUIT RATES EXCEED MALE RATES. SECOND, FEMALE QUIT RATES ARE THEIR LOWEST RELATIVE TO MALE RATES DURING PERIODS OF LOW UNEMPLOYMENT WHICH SUGGESTS THE IMPORTANCE OF MAINTAINING FULL EMPLOYMENT TO COMBAT DISCRIMINATION. (INCLUDED ARE TABLES AND GRAPHS.) (AUTHOR)
ERIC: ED096407

2667 LABOR TURNOVER, RACIAL UNEMPLOYMENT DIFFERENTIALS, AND THE DUAL LABOR MARKET HYPOTHESIS. APR 74
FLANAGAN, ROBERT J.
CHICAGO UNIV., ILL. GRADUATE SCHOOL OF BUSINESS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 143P.; SOME TABLES MAY BE MARGINALLY LEGIBLE
AGE, AGE GROUPS, ENVIRONMENTAL INFLUENCES, LABOR MARKET, LABOR TURNOVER, RACE, RACIAL DISCRIMINATION, RACIAL DISTRIBUTION, RACIAL FACTORS, SALARY DIFFERENTIALS, STATISTICAL ANALYSIS, UNEMPLOYED, UNEMPLOYMENT, WAGES, DUAL LABOR MARKET THEORY
THE MAIN THRUST OF THE REPORT IS AN ANALYSIS OF RACIAL UNEMPLOYMENT DIFFERENTIALS IN THE CONTEXT OF RECEIVED THEORIES OF RACIAL DISCRIMINATION. NOTING THAT THE AVERAGE DURATION OF UNEMPLOYMENT IS SIMILAR FOR WHITE AND BLACK MALES, THE ANALYTICAL EMPHASIS IS ON THE FLOW OF NEW UNEMPLOYMENT WHICH IS DECOMPOSED INTO TURNOVER FLOWS AND CONDITIONAL UNEMPLOYMENT PROBABILITIES. THE LINKS BETWEEN RACIAL WAGE DISCRIMINATION AND RACIAL UNEMPLOYMENT DIFFERENTIALS ARE ALSO EXAMINED. THE RESULTS INCLUDE FINDINGS THAT DIFFERENCES IN QUIT AND LAYOFF RATES BETWEEN THE RACES ARE QUITE SMALL, THAT THE PRACTICE OF WAGE DISCRIMINATION OR OCCUPATIONAL SEGREGATION TENDS TO WIDEN RACIAL UNEMPLOYMENT DIFFERENTIALS, AND COMPENSATORY POST-SCHOOL TRAINING INVESTMENTS DO NOT SEEM TO BE THE MAIN ROAD TO RACIAL WAGE EQUALITY AMONG MALES. THE ANALYSIS DID NOT SUPPORT THE DUAL MARKET VIEW OF RACIAL WAGE DIFFERENCES. (AUTHOR)
ERIC: ED095308 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

2668 LABOR TURNOVER, SEGMENTATION AND RATES OF UNEMPLOYMENT OCT 72
BERGMANN, BARBARA R.
MARYLAND UNIV., COLLEGE PARK. PROJECT ON THE ECONOMICS OF DISCRIMINATION.
CONTRACT NO. OEO-CG-3138
NOTES: 21P
MANPOWER, TURNOVER RATIO, REFERENCE GROUPS, UNEMPLOYMENT, LABOR MARKET, DISADVANTAGED GROUPS, LABOR SEGMENTATION, LABOR TURNOVER, OEO
A STUDY IS MADE OF LABOR TURNOVER AND THE EXTENT TO WHICH HIGH LABOR TURNOVER IS A CAUSE OF HIGH UNEMPLOYMENT RATES.
NTIS: PB-218 847/2 NTIS PRICES PC$3.00/MF$0.95

2669 LABOR WASTE IN NEW YORK: RURAL EXPLOITATION AND MIGRANT WORKERS 69 FEB
FRIEDLAND, WILLIAM H.
TRANS:6:4:48-53
EMPLOYER ATTITUDES, FARM LABOR PROBLEMS, FARM LABOR SUPPLY, FARM MANAGEMENT, LABOR ECONOMICS, MANPOWER UTILIZATION, MIGRANT WORKERS, RURAL AREAS, WORK ATTITUDES, NEW YORK
ERIC: EJ009776

2670 THE LABOR-SUPPLY RESPONSE OF HUSBANDS SPR 74
WATTS, HAROLD W.; AND OTHERS
JOURNAL OF HUMAN RESOURCES:9:2:181-200

(CONT.)
2670 LABOR SUPPLY, LOWER CLASS MALES, POVERTY RESEARCH, FEDERAL AID, WORK ATTITUDES, ECONOMICALLY DISADVANTAGED, TABLES (DATA), NEW JERSEY, PENNSYLVANIA, GRADUATED WORK INCENTIVE EXPERIMENT
THE LABOR-SUPPLY OR WORK-EFFORT RESPONSE OF MALE HEADS OF FAMILIES ELIGIBLE FOR OR RECEIVING SUBSIDIES SUCH AS NEGATIVE INCOME TAX (GRADUATED WORK INCENTIVE EXPERIMENT-NEW JERSEY, PENNSYLVANIA) REVEALED NO SHARP DISINCENTIVE FOR MALE FAMILY HEADS. ANY DISINCENTIVE REFLECTED WAS CONCENTRATED AMONG THE POOREST STRATUM. (EA)
ERIC: EJ095776

2671 LABORATORY INSTEAD OF A FARM OCT 70
KNOWLES, ROBERT
AGR EDUC MAG:43:4:98-99
FIELD INSTRUCTION, LABORATORY TECHNIQUES, TEACHING TECHNIQUES, VOCATIONAL AGRICULTURE, WORK EXPERIENCE PROGRAMS, FARM LABORATORY
ERIC: EJ025834

2672 LABORER A-53.01: FILLING-MACHINE OPERATOR II 7-68.015: LABELER, HAND 9-68.20: LABORER, CONTAINER CAPPING 9-68.10: PACKER II 9-68.30: STAMPER II 9-68.20--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. OCT 54
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.: REVISED
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, LABORERS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, CONTAINER CAPPING LABORER, FILLING MACHINE OPERATOR, GATB, GENERAL APTITUDE TEST BATTERY, HAND LABELER, PACKER, STAMPER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED059283

2673 LABORER, POULTRY 8-09.01 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. FEB 55
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, EVALUATION CRITERIA, FOOD PROCESSING OCCUPATIONS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, POULTRY LABORER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSIST OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED059302

2674 LABORS NEW THRUST IN GERMANY 1977
BUSINESS WEEK, NO.2469, FEB 7, 1977, P. 91-95.
COLLECTIVE BARGAINING, COMMON MARKET, ECONOMIC FORECAST, ECONOMICS, INDUSTRIAL RELATIONS, INFLATION, JOB SATISFACTION, LABOR MANAGEMENT, PARTICIPATIVE MANAGEMENT, UNEMPLOYMENT, UNIONS, WAGE CONTROL, WEST GERMANY
WEST GERMANYS LABOR UNIONS WILL CONTINUE THEIR WAGE RESTRAINT POLICY FOR ANOTHER YEAR, BUT ARE BECOMING A THREAT TO THE COUNTRYS STABLE ECONOMY THROUGH A NEW MILITANCY WITH DEMANDS IN AREAS OF SHORTER HOURS, MORE SAY IN CORPORATION INVESTMENT DECISIONS, AND STOCK PARTICIPATION.
MGMT: BWE7780791

2675 LABOUR MARKET ADJUSTMENTS 1976
THOMAS, B.
INDUSTRIAL RELATIONS JOURNAL, VOL.7, NO.3, AUTUMN 1976, P. 44-53. BIBLIOG. 14
ECONOMICS, LABOR MARKET, SUPPLY AND DEMAND
ECONOMIC THEORY HOLDS THAT WAGE RATES ARE PRINCIPAL MEANS OF MARKET ADJUSTMENT IN SUPPLY

(CONT.)
2675 AND DEMAND IMBALANCE. PRESENTATION OF RESEARCH INDICATES OTHER MEANS OF ADJUSTMENT.
MGMT: IRJ76R0044

2676 LABOUR MARKET POLICIES. AUG 74
DANIELSEN, REIDAR
NOTES: 13P.; ADDRESS GIVEN BEFORE INTERNATIONAL CONFERENCE ON MANPOWER TRAINING AND DEVELOPMENT (3RD, OSLO, NORWAY, AUGUST 1974)
CHANGE STRATEGIES, DEVELOPED NATIONS, EMPLOYMENT PROBLEMS, EMPLOYMENT SERVICES, FOREIGN COUNTRIES, FUTURES (OF SOCIETY), GOVERNMENT ROLE, JOB SATISFACTION, JOB TRAINING, LABOR CONDITIONS, LABOR DEMANDS, LABOR ECONOMICS, LABOR MARKET, SPEECHES, SUBEMPLOYMENT, TECHNOLOGICAL ADVANCEMENT, UNEMPLOYED, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, WORK ATTITUDES, INTERNATIONAL CONF MANPOWER TRAINING DEVELOPMENT, NORWAY
SKILLED LABOR HAS ALWAYS BEEN DIFFICULT TO RECRUIT, AND IN A TIGHT LABOR MARKET UNSKILLED, LOW-PAYING JOBS WITH LOW STATUS ARE ALSO DIFFICULT TO FILL. RECRUITMENT FROM OUTSIDE SEEMS NECESSARY TO SATISFY DEMANDS, BUT MIGRATION CREATES AT LEAST AS MANY PROBLEMS AS IT SOLVES. THE CONSUMPTION OF THEORETICAL TRAINING THROUGH THE UNIVERSITY LEVEL (A CONSEQUENCE OF AFFLUENCE), PRODUCES YOUNG PEOPLE WHO FACE A WORKING WORLD WITH NO USE FOR THEIR QUALIFICATIONS. MORE SERIOUS IS THE NUMBER OF PEOPLE WAITING TO ENTER WORKING LIFE WITHOUT BEING ADMITTED WOMEN, OLDER PEOPLE, THE HANDICAPPED, THE VERY YOUNG. WE MUST USE A DIFFERENT APPROACH TO MEET A DIFFERENT SITUATION. WORKING CONDITIONS, BROADLY SPEAKING, JOB CONTENT, AND PARTICIPATION BECOME MORE IMPORTANT AND INFLUENCE TURNOVER AND RECRUITMENT. THE (GOVERNMENT) EMPLOYMENT SERVICE HAS TO ADAPT ITSELF TO CONDITIONS ON THE LABOR MARKET CONSISTENTLY SURVEYING AVAILABLE POTENTIALS, TO GIVE RELIABLE ADVICE TO INDUSTRY: PROVIDING ENTRY-LEVEL TRAINING: AND OFFERING VOCATIONAL GUIDANCE, TRAINING, AND INTERVENTION FOR WOMEN. INPLANT REHABILITATION FOR THE HANDICAPPED IS AN EMPLOYER RESPONSIBILITY, BUT THE EMPLOYMENT SERVICE SHOULD DEVISE OTHER TRAINING PROGRAMS FOR THE HANDICAPPED WHO HAVE NEVER BEEN EMPLOYED. EDUCATION AND JOB REQUIREMENTS MUST BE LINKED. RESULTS DEPEND ON EMPLOYERS, ACTIVELY SUPPORTED BY TRADE UNIONS. (AUTHOR/AJ)
ERIC: ED101070

2677 LADIES IN TENNIS SHOES-WITH LAWYERS 1975
FORBES, VOL.116, NO.10, NOV 15, 1975, P. 40.
GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, LABOR LAW, LAW, LIABILITIES, STOCKHOLDER, UNEMPLOYMENT, UNIONS, WOMEN IN BUSINESS
BECAUSE UNIROYAL INC. PHASED OUT ITS SHOE MANUFACTURING OPERATIONS, THE PROPORTION OF WOMEN WORKING FOR THE COMPANY WAS REDUCED FROM 42% TO 30%. THIS RESULTED IN A CLASS ACTION SUIT, THE AMOUNT OF WHICH INCREASES AS THE YEARS PASS WITHOUT SETTLEMENT.
MGMT: F3R75K1540

2678 LAGUNA RESERVATION MANPOWER RESOURCES. INDIAN MANPOWER RESOURCES IN THE SOUTHWEST A PILOT STUDY. OCCASIONAL PAPER NUMBER 6. 69
TAYLOR, BENJAMIN J.;OCONNOR, DENNIS J.
ARIZONA STATE UNIV., TEMPE. COLL. OF BUSINESS ADMINISTRATION. ARIZONA STATE EMPLOYMENT SERVICE, PHOENIX.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. EMPLOYMENT SERVICE.
NOTES: 71P.; RELATED DOCUMENTS ARE ED 043 444, ED 043 445 , ED 044 198
ACADEMIC ACHIEVEMENT, AMERICAN INDIANS, CONSUMER ECONOMICS, ECONOMIC FACTORS, FAMILY CHARACTERISTICS, INCOME, LABOR FORCE, LIVING STANDARDS, MANPOWER DEVELOPMENT, RESERVATIONS (INDIAN), SEX (CHARACTERISTICS), TABLES (DATA), UNEMPLOYMENT, WORK EXPERIENCE, LAGUNA RESERVATION
A PILOT STUDY REPORTED IN THIS MONOGRAPH IS PART OF A LARGER STUDY THAT INCLUDES DATA ON 5 SOUTHWESTERN AMERICAN INDIAN RESERVATIONS. ITS PRIMARY PURPOSE IS TO PROVIDE BASIC MANPOWER INFORMATION ESSENTIAL FOR PLANNING AND DEVELOPING EFFECTIVE SERVICES AND PROGRAMS FOR LAGUNA INDIANS. MANPOWER RESOURCE CHARACTERISTICS ARE PRESENTED FOR AGE AND SEX, FAMILY CHARACTERISTICS, AND EDUCATIONAL ATTAINMENT. SINCE NO ACCURATE RECORDS OF PEOPLE RESIDING ON THE LAGUNA RESERVATION WERE AVAILABLE BEFORE THIS STUDY, A LIST MAINTAINED BY THE BUREAU OF INDIAN AFFAIRS (BIA) WAS MODIFIED TO ARRIVE AT A SAMPLING FRAME. THE SIZE OF THE RESERVATIONS TOTAL WORKING-AGE HUMAN RESOURCE WAS ESTIMATED AT 1,064 BASED ON THE MODIFIED BIA LIST. IT IS NOTED THAT ABOUT 47 PERCENT OF THE LAGUNA WORKING-AGE POPULATION ARE IN THE LABOR FORCE. INFORMATION IS PRESENTED ON SOURCES OF INCOME AND CONSUMPTION PATTERNS. THE CONSUMPTION PATTERNS SHOW THE RELIANCE OF LAGUNA FAMILIES ON CASH TO SATISFY MOST OF THEIR CONSUMER DEMANDS. RECOMMENDATIONS IN THIS AREA INCLUDE CONSUMER EDUCATION, GREATER EMPLOYMENT OPPORTUNITIES, AND INCOME MAINTENANCE PROJECTS. (PS)
ERIC: ED089906 BUREAU OF BUSINESS AND ECONOMIC RESEARCH, ARIZONA STATE UNIVERSITY, TEMPE, AZ 85281 (FREE WHILE SUPPLY LASTS)

2679 LAID OFF BUT MOVING ON SEP 75
BOLINGER, JOYCE
MANPOWER;7;9;34-5
MANPOWER DEVELOPMENT, JOB LAYOFF, JOB TRAINING, TRANSFER OF TRAINING, FEDERAL LEGISLATION, UNEMPLOYMENT, VOCATIONAL TRAINING CENTERS, SCHOOL INDUSTRY RELATIONSHIP, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA, ILLINOIS (CHICAGO), ZENITH RADIO CORPORATION, GENERAL ELECTRIC
ZENITH RADIO CORPORATION AND GENERAL ELECTRIC, WITH AN ASSIST FROM THE CHICAGO MAYORS OFFICE OF MANPOWER, HAVE DEVELOPED A PROGRAM TO UPGRADE WORKERS WITH AN EXPERIMENTAL LEARNING-ON-LAYOFF PROGRAM. (AUTHOR/BP)
ERIC: EJ123797

2680 LANGUAGE MAINTENANCE, LANGUAGE SHIFT, AND OCCUPATIONAL ACHIEVEMENT IN THE UNITED STATES
30 JUN 77
ANGLE, JOHN
MICHIGAN UNIV., ANN ARBOR.**ARIZONA UNIV., TUCSON.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-26-76-30
NOTES: FINAL REPT. 96P
VERBAL BEHAVIOR, DISCRIMINATION, FOREIGN WORKERS, LANGUAGE HANDICAPS, NON ENGLISH SPEAKING, NTISLABPEU
THIS REPORT REVIEWS THE LITERATURE ON DISCRIMINATORY REACTIONS TO ACCENTS. IT TESTS TO SEE IF HAVING A NON-ENGLISH MOTHER-TONGUE HAS A NEGATIVE EFFECT ON OCCUPATIONAL ACHIEVEMENT. IT ALSO TESTS TO SEE IF SHIFT TO ENGLISH, SWITCHING TO ENGLISH AS MOST OFTEN USED LANGUAGE, INCREASES OCCUPATIONAL ACHIEVEMENT AND WHETHER LANGUAGE MAINTENANCE DECREASES IT BY A LIKE AMOUNT.
NTIS: PB-274 292/3ST NTIS PRICES PC A05/MF A01

2681 LANGUAGES FOR THE WORLD OF WORK IMPLICATIONS OF A RECENT STUDY. 29 NOV 75
ARNETT, M. REX
OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 40P.: PAPER PRESENTED AT THE MEETING OF THE AMERICAN COUNCIL ON THE TEACHING OF FOREIGN LANGUAGES (WASHINGTON, D.C., NOVEMBER 27-29, 1975)
BUSINESS EDUCATION, CAREER EDUCATION, COLLEGE LANGUAGE PROGRAMS, CURRICULUM DEVELOPMENT, EMPLOYMENT OPPORTUNITIES, HIGHER EDUCATION, INTERDISCIPLINARY APPROACH, JOB SKILLS, LANGUAGE INSTRUCTION, MODERN LANGUAGE CURRICULUM, MODERN LANGUAGES, SECOND LANGUAGE LEARNING
THIS PAPER CONCERNS LANGUAGES FOR CAREER TRAINING AT THE POST-SECONDARY LEVEL, WITH IMPLICATIONS FOR FLES AND SECONDARY PROGRAMS. THE STUDENT DESIROUS OF UTILIZING A FOREIGN LANGUAGE IN A CAREER OTHER THAN LITERATURE AND LINGUISTICS HAS VERY LIMITED OPPORTUNITY FOR ADEQUATE TRAINING IN COLLEGE. THE JOB MARKET FOR LITERATURE MAJORS IS, AND WILL REMAIN, DEPRESSED. A STUDY BY OLYMPUS RESEARCH CORPORATION INDICATES PROMISING JOB POSSIBILITIES IN GOVERNMENT AND INDUSTRY. NEEDS ANALYSIS INDICATES THAT PRIORITY LANGUAGES FOR BUSINESS AND INDUSTRY ARE (1) SPANISH, (2) FRENCH, (3) GERMAN, (4) PORTUGUESE, AND (5) ITALIAN. CROSS-TRAINING IS IN DEMAND FOR (1) BUSINESS ADMINISTRATION/MANAGEMENT, (2) MARKETING/SALES, (3) ENGINEERING, (4) SECRETARIAL AND (5) FINANCE. VARIOUS GOVERNMENT POSITIONS ALSO REQUIRE LANGUAGE SKILLS. COLLEGES MUST BREAK WITH TRADITION TO ACCEPT LANGUAGES FOR NON-HUMANITIES APPLICATIONS. LANGUAGE DEPARTMENTS MUST TEAM WITH OTHER ACADEMIC SPECIALTIES TO PROVIDE RELEVANT PROGRAMS, WITH PRIORITY ASSIGNED ACCORDING TO JOB DEMAND AND LOCAL RESOURCES. NON-ACADEMIC RESOURCES IN GOVERNMENT, BUSINESS AND INDUSTRY SHOULD BE UTILIZED IN IMPLEMENTING SUCH COOPERATIVE CROSS-TRAINING IN LANGUAGE AND OTHER DISCIPLINES. (AUTHOR/CLK)
ERIC: ED116507

2682 LANGUAGES FOR THE WORLD OF WORK. EXECUTIVE SUMMARY. DEC 75
ARNETT, M. REX
OLYMPUS RESEARCH CORP., SALT LAKE CITY, UTAH. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.: WYOMING STATE DEPT. OF EDUCATION, CHEYENNE.
NOTES: 26P.: FOR RELATED DOCUMENT, SEE ED 116 507
CAREER OPPORTUNITIES, CURRICULUM DESIGN, EDUCATIONAL NEEDS, EMPLOYMENT OPPORTUNITIES, FOREIGN RELATIONS, GOVERNMENT EMPLOYEES, JOB SKILLS, LANGUAGE INSTRUCTION, LANGUAGE SKILLS, MATERIAL DEVELOPMENT, MODELS, MODERN LANGUAGES, MULTILINGUALISM, SECOND LANGUAGE LEARNING, SURVEYS, VOCATIONAL EDUCATION
THIS PAPER SUMMARIZES A SURVEY CONDUCTED TO DETERMINE THE NEED FOR DUAL-TRAINED PERSONNEL IN FOREIGN LANGUAGES AND TECHNICAL/PROFESSIONAL SKILLS. THE PROJECT ALSO PRODUCED A LARGE ANNOTATED BIBLIOGRAPHY AND A MODEL CURRICULUM FOR INTEGRATING LANGUAGE AND OCCUPATIONAL TRAINING. THE SURVEY INCLUDED AN ANALYSIS OF GOVERNMENT AGENCIES TO DETERMINE THE NUMBER OF POSITIONS IN WHICH FOREIGN LANGUAGE SKILLS ARE NEEDED. IT WAS CONCLUDED THAT LANGUAGE REQUIREMENTS AT THE FEDERAL LEVEL INCLUDE THE DIPLOMATIC AGENCIES AND VARIOUS OTHER AGENCIES. APPROXIMATELY 25,000 FEDERAL EMPLOYEES NEED FOREIGN LANGUAGE SKILLS. A SURVEY OF OVER 6,000 BUSINESS FIRMS WAS CONDUCTED, AND RESPONDENTS IDENTIFIED 60,000 LANGUAGE-RELATED JOBS. THE GOVERNMENT IS MORE COGNIZANT THAN BUSINESS/INDUSTRY OF THE BENEFITS OF HAVING PERSONNEL WITH FOREIGN LANGUAGE SKILLS. LANGUAGE TRAINING AND RATING METHODS ARE MORE EFFICIENT IN GOVERNMENT. SOME COMPANIES BENEFIT FROM A POLICY THAT REJECTS ENGLISH AS THE LINGUA FRANCA AND SUPPORTS MULTI-LINQUALISM AMONG ITS EMPLOYEES. CONSULTANTS, THEORISTS AND MANY PRACTITIONERS BELIEVE THIS WOULD BE A HIGHLY BENEFICIAL POLICY FOR ALL MULTINATIONAL COMPANIES, BUT THEY ALSO RECOGNIZE THAT MOST AMERICAN FIRMS DO NOT TAKE ADVANTAGE OF HIRING LANGUAGE-SKILLED AND CULTURALLY SENSITIVE PERSONNEL. METHODS OF INDUSTRIAL AND BUSINESS TRAINING FOR THESE PURPOSES ARE BY AND LARGE INADEQUATE. (AUTHOR/CLK)
ERIC: ED119501

2683 A LARGE LIFE INSURANCE COMPANY AUTOMATES. WORKFORCE IMPLICATIONS OF COMPUTER CONVERSION. AUTOMATION PROGRAM REPORT, NUMBER 3. APR64
CIBARICH, AUGUST L. ;AND OTHERS
BUREAU OF EMPLOYMENT SECURITY (DEPT. OF LABOR), WASHINGTON, D.C.: WISCONSIN STATE EMPLOYMENT SERVICE, MADISON.
NOTES: 86P.
AUTOMATION, CLERICAL WORKERS, COMPARATIVE ANALYSIS, DEMONSTRATION PROJECTS, ELECTRONIC DATA PROCESSING, EMPLOYMENT PRACTICES, EMPLOYMENT PROBLEMS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, INSURANCE COMPANIES, JOB ANALYSIS, JOB TRAINING, ORGANIZATIONAL

(CONT.)
2683 CHANGE, PERSONNEL, RETRAINING, WISCONSIN
THIS WAS ONE OF 20 DEMONSTRATION PROJECTS INITIATED IN 11 STATES IN 1961-63 TO GAIN EXPERIENCE WITH LABOR MARKET PROBLEMS ARISING FROM CHANGING TECHNOLOGY AND MASS LAYOFFS. THE FUNDAMENTAL AIM WAS TO COMBINE ACTION AND RESEARCH TO DEMONSTRATE WHAT THE STATE EMPLOYMENT SERVICE COULD DO IN AREAS WHERE THE LABOR MARKET WAS RAPIDLY CHANGING. END-OF-YEAR PERSONNEL DATA FROM 1956 AND 1962 FOR ALL HOME OFFICE EMPLOYEES WAS COLLECTED FROM A LARGE LIFE INSURANCE COMPANY PAYROLL TO OBTAIN AN OVERALL PICTURE OF THE SITUATION BEFORE AND AFTER COMPUTER CONVERSION. THE DIVISIONS OF THE ESTABLISHMENT MOST AFFECTED BY THE COMPUTER WERE STUDIED BY PREPARING AND COMPARING STAFFING PATTERNS AND INDIVIDUAL WORKER INFORMATION RECORDS BEFORE AND IMMEDIATELY AFTER EACH UNIT WAS CONVERTED TO ELECTRONIC DATA PROCESSING. ASSUMING THE INSURANCE COMPANY STUDIED IS REPRESENTATIVE OF OTHER LARGE COMPANIES IN WHICH PAPER WORK IS THE END PRODUCT, SOME CONCLUSIONS WERE -- (1) THE PROPORTION OF CLERICAL WORKERS WILL INCREASE AT A SLOWER RATE THAN IN RECENT YEARS, (2) THE PROPORTION OF PROFESSIONAL WORKERS WILL INCREASE AT A FASTER RATE, (3) PRODUCTIVITY PER CLERICAL WORKER IS INCREASING RAPIDLY IN AUTOMATED ESTABLISHMENTS, (4) THE NUMBER OF CLERICAL POSITIONS OPEN TO WORK FORCE ENTRANTS IN THE LIFE INSURANCE INDUSTRY IS DECLINING, AND (5) TRADITIONAL POSITIONS WILL NOT BE AVAILABLE FOR FUTURE HIGH SCHOOL GRADUATES AT THE PRESENT VOLUME. THE APPENDIXES INCLUDE STAFFING TABLES AND HOME OFFICE EMPLOYMENT. (SL)
ERIC: ED014537

2684 LAST HIRED, FIRST FIRED SENIORITY, LAYOFFS, AND TITLE VII QUESTIONS OF LIABILITY AND REMEDY SPR 75
JOSEPH, ELLEN R.
COLUMBIA JOURNAL OF LAW AND SOCIAL PROBLEMS;11;3;343-402
HIGHER EDUCATION, MINORITY GROUPS, FEMALES, EMPLOYEES, JOB LAYOFF, EMPLOYMENT LEVEL, CIVIL RIGHTS, LEGAL PROBLEMS, EMPLOYER EMPLOYEE RELATIONSHIP, CONSTITUTIONAL LAW, TITLE VII
THE SEVERE ECONOMIC DOWNTURN SINCE THE FALL OF 1973 HAS FOCUSED ATTENTION ON THE CONSEQUENCES OF LAYOFFS FOR THE GROUPS INTENDED BY CONGRESS TO BENEFIT FROM THE EMPLOYMENT OPPORTUNITY POLICIES OF TITLE VII OF THE CIVIL RIGHTS ACT OF 1964. LAYOFFS HAVE DISPROPORTIONATELY AFFECTED MINORITY OR WOMEN EMPLOYEES. (LBH)
ERIC: EJ146739

2685 THE LAST PUSH FROM DISCOURAGED WORKER TO INVOLUNTARY RETIREMENT W 75
ROSENBLUM, MARC
INDUSTRIAL GERONTOLOGY;2;1;14-22
WORK ATTITUDES, OLDER ADULTS, RETIREMENT, LABOR ECONOMICS, STATISTICAL DATA, LABOR MARKET, STATISTICAL STUDIES, NEGATIVE ATTITUDES, LABOR FORCE NONPARTICIPANTS, SELF CONCEPT
OLDER WORKERS 55 AND OVER HAVE THE LARGEST PROPORTION OF PERSONS DISCOURAGED FOR JOB MARKET REASONS OF ANY AGE GROUP. THERE IS ALSO AN INDICATION THAT MORE OLDER PEOPLE ARE TAKING THEMSELVES OUT OF THE LABOR MARKET COMPLETELY FOR OTHER THAN PERSONAL REASONS--APPARENTLY BECAUSE OF LABOR MARKET CONDITIONS. (AUTHOR/AJ)
ERIC: EJ112127

2686 LATHER (CONST.) 842.781-010--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, BUILDING TRADES, CARPENTERS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, LATHER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069770

2687 LATINO LIFE AND SOCIAL NEEDS A DETROIT SURVEY FOR THE LATIN AMERICAN SECRETARIAT OF THE ARCHDIOCESE OF DETROIT. 73
LEBEAUX, CHARLES N.;SALAS, GUMECINDO
ARCHDIOCESE OF DETROIT, MICH.; NEW DETROIT, INC., MICH.
NOTES: 102P.
DEMOGRAPHY, EMPLOYMENT, HEALTH, HOUSING, INCOME, LANGUAGE ABILITY, MIGRANTS, NEEDS, SPANISH SPEAKING, VOCATIONAL ADJUSTMENT, YOUTH PROBLEMS, DETROIT, MICHIGAN
DURING 1972, A STUDY WAS CONDUCTED FOR THE LATIN AMERICAN SECRETARIAT, ARCHDIOCESE OF DETROIT ON THE SOCIAL SERVICE NEEDS OF THE LATINO POPULATION IN THE DETROIT AREA. THE

(CONT.)

2687 STUDY INCLUDED SURVEYS OF THE (1) SERVICES AVAILABLE TO CHICANO MIGRANT LABORERS, ESPECIALLY DROPOUTS FROM THE MIGRANT STREAM: AND (2) AGENCIES PROVIDING (OR NOT PROVIDING) SERVICES. RATHER THAN A STUDY OF THE SOCIAL CONDITIONS AND NEEDS OF LATINO PEOPLE. DATA WERE COLLECTED THROUGH A HOME INTERVIEW SURVEY, AN AGENCY SURVEY, AND THE 1970 UNITED STATES CENSUS. THE PURPOSE OF THE HOME INTERVIEW SURVEY WAS TO OBTAIN INFORMATION FROM LATINO PEOPLE ON THEIR KNOWLEDGE OF SOCIAL SERVICE PROGRAMS, THEIR USE OF SUCH PROGRAMS, AND THEIR NEED FOR SOCIAL SERVICES. DATA WERE OBTAINED FROM 177 HOUSEHOLDS IN THE DETROIT AREA. IN THE AGENCY SURVEY, THE DATA PERTAINED TO THE NUMBER OF LATINO CLIENTS, PHYSICAL ACCESSIBILITY OF SERVICE, PROVISIONS FOR THE SPANISH SPEAKING, EXTENT OF AGENCY ORIENTATION TO THE COMMUNITY, AND NUMBER AND FUNCTIONS OF LATINO EMPLOYEES. FINDINGS OF THE HOME SURVEY ARE REPORTED IN THE PAPER. TOPICS INCLUDE DEMOGRAPHIC DATA, LANGUAGE ABILITIES AND PROBLEMS, MIGRANT STREAM DROPOUTS, INCOME STATUS, PROBLEMS OF CHILDREN AND YOUTH, EMPLOYMENT AND WORK ADJUSTMENT, HEALTH AND HEALTH CARE PATTERNS, AND VIEWS ON HOUSING. (NQ)
ERIC: ED082917

2688 THE LAW ENCOUNTER SEVERITY SCALE (LESS) A CRITERION FOR CRIMINAL BEHAVIOR AND RECIDIVISM. AUG 73
WITHERSPOON, A. D.:AND OTHERS
REHABILITATION RESEARCH FOUNDATION, MONTGOMERY, ALA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 16P.: FOR A RELATED DOCUMENT, SEE TM 004 106
ADULTS, BEHAVIOR RATING SCALES, CRIMINALS, EVALUATION CRITERIA, LONGITUDINAL STUDIES, RECIDIVISM, SOCIAL ADJUSTMENT, SOCIALLY DEVIANT BEHAVIOR, ENVIRONMENTAL DEPRIVATION SCALE, LAW ENCOUNTER SEVERITY SCALE, MALADAPTIVE BEHAVIOR RECORD
FOLLOWUP STUDIES OF RELEASED OFFENDERS IN THE COMMUNITY HAVE FREQUENTLY PROVIDED POOR INDICES OF RECIDIVISM BECAUSE OF THEIR FAILURE TO DISCRIMINATE BETWEEN DIFFERENT KINDS OF VIOLATIONS AND ADJUSTMENT TO THE COMMUNITY. TO DEVELOP A NEW CRITERION FOR MEASURING RECIDIVISM, INFORMATION ON THE POSTRELEASE BEHAVIOR OF 142 ADULT MALE FELONS WAS GATHERED OVER AN 18.5 MONTH PERIOD AFTER THEIR RELEASE. THE NEW CRITERION THE LAW ENCOUNTER SEV. ITY SCALE (LESS), CONSISTED OF 38 CATEGORIES, RANKING IN A CONTINUUM OF SEVERITY FROM NO VIOLATIONS TO CONVICTION OF A FELONY. THE SCALE WAS THEN GROUPED INTO FIVE BASIC CLUSTERS OF VIOLATIONS. COMPARISONS BETWEEN THE LESS AND THE ENVIRONMENTAL DEPRIVATION SCALE (EDS) AND THE MALADAPTIVE BEHAVIOR RECORD (MBR) SHOWED THE LESS TO BE AN EFFECTIVE CRITERION FOR ASSESSING INDIVIDUAL LAW VIOLATIONS. A COPY OF THE LESS WITH SAMPLE DISTRIBUTIONS IS INCLUDED IN THE APPENDIX. (SM)
ERIC: ED100985

2689 LAWS ON EQUAL EDUCATION AND EMPLOYMENT OPPORTUNITIES FOR WOMEN. OCT 73
JOHNSON, GLORIA T.
TECHNICAL EDUCATION RESEARCH CENTER, WASHINGTON, D.C. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C. DIV. OF EDUCATIONAL SYSTEMS DEVELOPMENT.: NORTH CAROLINA STATE UNIV., RALEIGH. CENTER FOR OCCUPATIONAL EDUCATION.
NOTES: 12P.: PAPER PRESENTED AT THE REGIONAL SEMINAR/WORKSHOP ON WOMEN IN THE WORLD OF WORK (STILLWATER, OKLAHOMA, OCTOBER 28-30, 1973)
CIVIL LIBERTIES, EMPLOYMENT OPPORTUNITIES, EQUAL EDUCATION, EQUAL OPPORTUNITIES (JOBS), FEMALES, LEGISLATION, SPEECHES
OVER THE PAST 10 YEARS, SEVERAL LAWS HAVE BEEN PASSED AND EXECUTIVE ORDERS ISSUED TO ELIMINATE SOME OF THE SEX-BASED DISCRIMINATION FOUND IN EMPLOYMENT. THE SPEAKER, DIRECTOR OF EDUCATION AND WOMENS ACTIVITIES OF THE INTERNATIONAL UNION OF ELECTRICAL, RADIO AND MACHINE WORKERS, DISCUSSES SEVERAL OF THESE LAWS IN DEPTH, INCLUDING (1) THE EQUAL PAY ACT OF 1963: (2) TITLE VII OF THE CIVIL RIGHTS ACT OF 1964: (3) EXECUTIVE ORDER 11246: (4) EDUCATION AMENDMENT OF 1972. (PC)
ERIC: ED109562 NOT AVAILABLE SEPARATELY: SEE CG 009 969

2690 LAYOFFS TRIM INCOME GAINS 1975
BUSINESS WEEK, NO.2368, FEB 17, 1975, P. 73.
ECONOMICS, INCOME, RECESSION, STRIKE, UNEMPLOYMENT
REVIEWS FACTORS CONTRIBUTING TO THE SMALL PERSONAL INCOME GAIN SHOWN IN 1974. TABLE COMPARES BY STATE AND REGION PERSONAL INCOME IN NOVEMBER 1974, WITH NOVEMBER 1973.
MGMT: BWE7531773

2691 LAYOFFS: THE JUDICIAL VIEW 1975
WALTER, W.R.: OSADAL, A.J.
THE PERSONNEL ADMINISTRATOR, VOL.20, NO.3, MAY 1975, P. 13-16.
DISCRIMINATION, ECONOMICS, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT REGULATION, HIRING, JOB CLASSIFICATION, JOB SECURITY, LAW, LAYOFF, MINORITIES
DISCUSSION OF THE LEGAL IMPACT UPON EQUAL EMPLOYMENT OPPORTUNITIES AS THEY ARE AFFECTED BY LAYOFFS AND THE DIFFICULTY OF RECONCILING SENIORITY PROVISIONS.
MGMT: PAD75E0013

2692 LEAP, IN THE RIGHT DIRECTION AUG 76
DAVID, BERNICE F.
WORKLIFE:1:8:8-13
OUTREACH PROGRAMS, APPRENTICESHIPS, NATIONAL PROGRAMS, FEDERAL PROGRAMS, MINORITY GROUPS, PROGRAM DESCRIPTIONS, JOB PLACEMENT, EQUAL OPPORTUNITIES (JOBS), LABOR UNIONS, YOUTH EMPLOYMENT, LEAP PROGRAM, NATIONAL URBAN LEAGUE
THE NATIONAL URBAN LEAGUES LEAP PROGRAM HAS OPENED CAREER OPPORTUNITIES FOR NEARLY

(CONT.)
2692 17,000 MINORITY MEN AND WOMEN IN NINE YEARS. AIMED AT GETTING MINORITY GROUPS INTO APPRENTICESHIPS IN THE BUILDING AND CONSTRUCTION UNIONS NATIONWIDE. LEAP STAFF RECRUIT YOUTHS AT HIGH SCHOOL CAREER DAYS AND IN LESS TRADITIONAL PLACES. (AJ)
ERIC: EJ142451

2693 LEARNING A LIVING ACROSS THE NATION. VOL. 4, PART 1 NARRATIVE REPORT. PROJECT BASELINE FOURTH NATIONAL REPORT. BASELINE YEAR 1973-74 (FISCAL YEAR 1974). DEC 75
LEE, ARTHUR M.
NORTHERN ARIZONA UNIV., FLAGSTAFF. PROJECT BASELINE. NATIONAL ADVISORY COUNCIL ON VOCATIONAL EDUCATION, WASHINGTON, D.C.; OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. OEC-0-72-0414
NOTES: 144P.; FOR RELATED DOCUMENTS, SEE CE 006 769-670; SOME CHARTS MAY NOT REPRODUCE CLEARLY DUE TO QUALITY OF ORIGINALS
ADULT EDUCATION, ANNUAL REPORTS, DATA ANALYSIS, DEMONSTRATION PROJECTS, EDUCATIONAL ASSESSMENT, EDUCATIONAL FINANCE, EDUCATIONAL LEGISLATION, EDUCATIONAL PLANNING, EDUCATIONAL PROGRAMS, ENROLLMENT TRENDS, FEDERAL LEGISLATION, INFORMATION SYSTEMS, MANPOWER DEVELOPMENT, NATIONAL SURVEYS, PERSONNEL DATA, PLACEMENT, POST SECONDARY EDUCATION, SECONDARY EDUCATION, STATE PROGRAMS, VOCATIONAL EDUCATION, PROJECT BASELINE
THE FIRST OF TWO PARTS, THE NARRATIVE REPORT EXAMINES VOCATIONAL EDUCATION PROGRAMS AND IS BASED ON STATE AND FEDERAL RECORDS AND OTHER SOURCES. A SUMMARY OF THE REPORT IS PRESENTED AND TWO RECOMMENDATIONS ARE DIRECTED TO CONGRESS REGARDING THE LACK OF COORDINATION BETWEEN VOCATIONAL EDUCATION AND MANPOWER TRAINING AND THE LACK OF PROGRESS TOWARDS A SOLUTION TO THIS PROBLEM. THE STATE OF VOCATIONAL EDUCATION THROUGH 1973-74 IS ANALYZED BASED ON ENROLLMENT, EXPENDITURES, COMPLETIONS AND PLACEMENTS, INSTRUCTIONAL PERSONNEL, MANPOWER. AN ASSESSMENT OF THE IMPACT OF VOCATIONAL EDUCATION RESEARCH AND DEMONSTRATIONS IS PRESENTED ACCORDING TO THE FOLLOWING CATEGORIES FEDERALLY ADMINISTERED RESEARCH, STATE ADMINISTERED RESEARCH, FEDERALLY ADMINISTERED EXEMPLARY PROGRAMS, AND STATE ADMINISTERED EXEMPLARY PROGRAMS. THE QUALITY OF INFORMATION SUPPLIED BY THE STATES HAVE IMPROVED OVER THE LAST FOUR YEARS WITH THE USE OF COMPUTERS FOR PROCESSING DATA. A DISCUSSION OF THE PRESENT STATUS OF INFORMATION SYSTEMS IS PRESENTED ON A NATIONAL AND STATE-BY-STATE BASIS. APPENDED MATERIALS INCLUDE (1) NATIONAL SUMMARY OF VOCATIONAL EDUCATION (1971-1974); (2) 1974 NATIONAL DATA ON VOCATIONAL EDUCATION TEACHER SHORTAGES, ASSIGNMENTS, AND CAREER EDUCATION; (3) A PAPER ON MEASURING THE IMPACT OF RESEARCH AND DEMONSTRATION PROJECTS; (4) STATE MANAGEMENT INFORMATION PROCESSING DATA; AND (5) DEFINITIONS OF VOCATIONAL EDUCATION TERMS. (AUTHOR/EC)
ERIC: ED120470

2694 LEARNING AND EXPERIENCE IN THE LABOR MARKET SUM 72
ROSEN, SHERWIN
JOURNAL OF HUMAN RESOURCES;7;3;326-342
HUMAN CAPITAL, INVESTMENT, LABOR MARKET, MATHEMATICAL MODELS, SKILL DEVELOPMENT, TRANSFER OF TRAINING, WORK EXPERIENCE
DESCRIBES A MODEL OF THE LABOR MARKET WHICH INCLUDES AN IMPLICIT MARKET FOR LEARNING OPPORTUNITIES THROUGH WORK EXPERIENCE. (BH)
ERIC: EJ060252

2695 LEARNING FEDERAL AFFAIRS ON THE HILL THE WASHINGTON EXPERIENCE DEC-JAN 73
FRANKE, BONNY S.
COMMUNITY AND JUNIOR COLLEGE JOURNAL;43;4;24-5
ACTIVITY LEARNING, EDUCATIONAL DEVELOPMENT, EDUCATIONAL OBJECTIVES, FEDERAL PROGRAMS, GOVERNMENTAL STRUCTURE, INTERNSHIP PROGRAMS, PROGRAM DEVELOPMENT, WORK EXPERIENCE PROGRAMS
ARTICLE DESCRIBES THE LEARNING EXPERIENCES OF FEDERAL INTERNS WHO GAIN AWARENESS OF THE FEDERAL SYSTEM BY EXPOSURE TO GOVERNMENTAL OPERATIONS. (RK)
ERIC: EJ070237

2696 LEARNING RESEARCH AND PRINCIPLES AS APPLIED TO CLASSROOM TEACHING PART 1. 74
DRUMMOND, ROBERT J.;VITRO, FRANK T.
MAINE UNIV., ORONO. COLL. OF EDUCATION. MAINE STATE DEPT. OF EDUCATIONAL AND CULTURAL SERVICES, AUGUSTA. VOCATIONAL EDUCATION RESEARCH COORDINATING UNIT.
NOTES: 83P.; FOR RELATED DOCUMENTS, SEE CE 005 041-042
BEHAVIORAL SCIENCE RESEARCH, EDUCATIONAL METHODS, EDUCATIONAL PRINCIPLES, EDUCATIONAL RESEARCH, EDUCATIONAL STRATEGIES, INSTRUCTIONAL MEDIA, LEARNING THEORIES, LITERATURE REVIEWS, TEACHING METHODS, TEACHING TECHNIQUES, TECHNICAL EDUCATION, VOCATIONAL EDUCATION
THE MANUAL PROVIDES VOCATIONAL AND TECHNICAL TEACHERS WITH A REVIEW OF THE PRINCIPLES OF LEARNING WHICH HAVE APPLICATION TO THEIR SUBJECT FIELDS. ORGANIZED INTO THREE SECTIONS, THE BOOKLET OFFERS (1) A SELECTED REVIEW OF THE LITERATURE RELATED TO HOW LEARNING THEORY IS APPLIED TO INSTRUCTION; (2) PRINCIPLES OF LEARNING THAT HAVE BEEN IDENTIFIED AS HAVING APPLICATION TO CLASSROOM TEACHING, SUBDIVIDED INTO THOSE RELATED TO MOTIVATION AND THOSE RELATED TO INSTRUCTIONAL METHODS AND TEACHING STRATEGIES; AND (3) PRINCIPLES OF LEARNING RELATED TO INSTRUCTIONAL MEDIA, CONDITIONS, AND MATERIALS. THE READER CAN FIND THE LESSON COMPONENT IN WHICH HE IS INTERESTED (ATTENTION, PRESENTING STIMULI, PROMOTING RETENTION, ETC.) LISTED IN THE TABLE OF CONTENTS AND LEARN WHAT RESEARCH HAS TO SAY ABOUT THE AREA OF HIS CONCERN ON THE PAGE CITED. (AUTHOR/AJ)
ERIC: ED114454

2697 LEARNING THE LANGUAGE OF JOBS JUL 73
BAKER, PAT
MANPOWER:5:7:18-21
ADULT BASIC EDUCATION, SECOND LANGUAGE LEARNING, CHINESE AMERICANS, FOOD SERVICE WORKERS, MANPOWER DEVELOPMENT, FEDERAL PROGRAMS, JOB OPPORTUNITIES IN THE BUSINESS SECTOR, JOBS
ERIC: EJ081936

2698 LEAVING SCHOOL AND STARTING WORK. PROBLEMS AND PROGRESS IN DEVELOPMENT. 68
VENABLES, ETHEL
NOTES: 71P.
BLUE COLLAR OCCUPATIONS, CURRICULUM DEVELOPMENT, HIGHER EDUCATION, HIGH SCHOOL STUDENTS, INTERVIEWS, OCCUPATIONAL CHOICE, OCCUPATIONAL GUIDANCE, OUT OF SCHOOL YOUTH, RELEVANCE (EDUCATION), YOUTH AGENCIES, YOUTH EMPLOYMENT, ENGLAND
THIS BOOK REPORTS AN INTERVIEW STUDY CONDUCTED AMONG ENGLISH BLUE-COLLAR WORKERS WHO QUIT SCHOOL AT AGE 16 TO WORK. IT DISCUSSES THE EDUCATION OF THESE OUT-OF-SCHOOL YOUTH, THEIR OCCUPATIONAL CHOICES AND JOB SEARCHING, AND THE NATURE OF THEIR EMPLOYMENT, AND, BY WAY OF CONTRAST, HIGHER EDUCATION IN ENGLAND. THE RESEARCH FOUND THAT THE SCHOOLS WERE FAILING TO HELP STUDENTS TO CHOOSE AN OCCUPATION REALISTICALLY AND TO ADJUST TO THE DILEMMAS OF MODERN LIFE. IT IS FELT THAT NOT ONLY SCHOOLS BUT EMPLOYMENT COUNSELORS AND SOCIAL WORKERS MUST ADDRESS THEIR SERVICES TO THIS PROBLEM. ALSO, EDUCATION, WHICH SHOULD BE MANDATORY UNTIL AGE 18, SHOULD SHIFT ITS ORIENTATION FROM FACT-FEEDING TO CULTIVATING THE STUDENTS AWARENESS OF HIMSELF AND HIS ABILITY TO BE A SELF-EDUCATOR THROUGHOUT LIFE. PORTIONS OF INTERVIEWS WITH THE YOUTH ARE INCLUDED. (KG)
ERIC: ED033991 PERGAMON PRESS INC., 44-01 21ST ST., LONG ISLAND CITY, NEW YORK 11101 ($1.50).

2699 LEDUCATION DES ADULTES ET LES PROBLEMES DE MAIN-DOEUVRE (ADULT EDUCATION AND MANPOWER PROBLEMS). LES CAHIERS DE LI.C.E., 6-7. MAY 68
CANADIAN INST. FOR ADULT EDUCATION, MONTREAL (QUEBEC).
NOTES: 168P.; TE IN FRENCH.
ADULT EDUCATION, CASE STUDIES (EDUCATION), COMPARATIVE ANALYSIS, EVALUATION, FEDERAL GOVERNMENT, JOB PLACEMENT, LABOR MARKET, LABOR UNIONS, MANPOWER DEVELOPMENT, MOBILITY, NATIONAL SURVEYS, OCCUPATIONAL MOBILITY, POLICY, SEASONAL EMPLOYMENT, STATE GOVERNMENT, STATISTICAL DATA, VOCATIONAL RETRAINING, CANADA, QUEBEC, SWEDEN, UNITED STATES
THE IMPACT OF CONTINUING EDUCATION ON THE COMPLEX PROBLEMS ENCOUNTERED IN DEVELOPING AND IMPLEMENTING OVERALL MANPOWER POLICIES IS DISCUSSED AND DOCUMENTED IN THIS ANTHOLOGY. AN INTRODUCTORY CHAPTER ON ADULT EDUCATION AND THE LABOR FORCE IS FOLLOWED BY SURVEYS AND CRITIQUES OF MANPOWER POLICY AND THE ORGANIZATION OF THE LABOR MARKET IN SWEDEN, THE UNITED STATES, AND CANADA (ESPECIALLY QUEBEC), ISSUES IN MANAGEMENT DEVELOPMENT AND IN THE MANPOWER PLANNING ROLE OF THE TRADE UNIONS, EXPERIENCES AND ACCOMPLISHMENTS OF A JOINT RESEARCH COMMISSION DURING THE MODERNIZATION OF A QUEBEC PULP AND PAPER MILL, AND CASE STUDIES OF EMPLOYEE TRAINING AND EDUCATION AT AN ALUMINUM PLANT AND A SHIPBUILDING INSTALLATION ELSEWHERE IN THE PROVINCE. NEEDS IN SUCH AREAS AS IMPROVED MANPOWER SERVICES AND THE CONTROL OF SEASONAL UNEMPLOYMENT ARE INDICATED. INCLUDED IS A BIBLIOGRAPHY OF BOOKS AND PERIODICALS. (LY)
ERIC: ED022102 LINSTITUT CANADIEN D EDUCATION DES ADULTES, 506 EST, RUE STE-CATHERINE, SUITE 900, MONTREAL 24, QUEBEC, CANADA ($3.00).

2700 A LEGAL ANALYSIS OF WORK AND TRAINING REQUIREMENT UNDER THE WORK INCENTIVE PROGRAM. FINAL REPORT ON PHASE I. 29 JAN 73
ASSOCIATE CONTROL, RESEARCH AND ANALYSIS, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 133P.
COUNSELING EFFECTIVENESS, COURT LITIGATION, DAY CARE SERVICES, EQUAL OPPORTUNITIES (JOBS), FEDERAL LEGISLATION, LEGAL RESPONSIBILITY, MANPOWER UTILIZATION, MINORITY GROUPS, OCCUPATIONAL GUIDANCE, SEX DISCRIMINATION, STANDARDS, WELFARE RECIPIENTS, WORKING WOMEN, TALMADGE AMENDMENTS, WORK INCENTIVE PROGRAM
THE STUDY HAS EXPLORED THE EXTENT AND QUALITY OF CERTAIN EFFECTS OF MANDATORY/VOLUNTARY DISTINCTION IN THE WIN PROGRAM, AND THE POTENTIAL EFFECTS OF THE TALMADGE AMENDMENTS. MAJOR FINDINGS RELATE TO DISCRIMINATION AGAINST FEMALES IN WIN, TAX CREDITS INVOLVING WELFARE STATUS, ENROLLEES LEGAL RIGHTS, LITIGATIONS CONCERNING WIN, TESTING CONDUCTED IMPROPERLY, COLLEGE TRAINING CONSIDERATIONS, DIFFERENT STANDARDS FOR AFDC ELIGIBILITY, ADEQUATE CHILD CARE ARRANGEMENTS FOR WIN MOTHERS, JOB PLACEMENTS IN A NATIONAL MARKET WHICH DISCRIMINATES AGAINST MINORITIES AND FEMALES, EXPECTATIONS OF GETTING OFF WELFARE, AND ATTITUDES TOWARD COUNSELORS. (AUTHOR)
ERIC: ED083419 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-220 568, MF $1.45, HC $5.45)

2701 THE LEGAL AND LEGISLATIVE STRUGGLE OF THE FARMWORKERS 1965-1972 W 72-73
ALVAREZ, SALVADOR ENRIQUE
EL GRITO:6:2:6-145
AGRICULTURAL LABORERS, INDUSTRIAL RELATIONS, LABOR LEGISLATION, LABOR UNIONS, LEGAL PROBLEMS, BACKGROUND, COURT LITIGATION, LEGAL RESPONSIBILITY, MEXICAN AMERICANS, UNITED FARM WORKERS
ERIC: EJ079613

2702 THE LEGAL ASSISTANT. DEC 75
STEELY, ROBERT O.
KELLOGG COMMUNITY COLL., BATTLE CREEK, MICH.
NOTES: 55P.; A STUDY PREPARED FOR THE APPROVAL OF THE BOARD OF TRUSTEES, KELLOGG COMMUNITY COLLEGE
COMMUNITY COLLEGES, CURRICULUM DESIGN, EMPLOYMENT OPPORTUNITIES, JUNIOR COLLEGES, LAW INSTRUCTION, MANPOWER NEEDS, NEEDS ASSESSMENT, PARAPROFESSIONAL PERSONNEL, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, SUBPROFESSIONALS, VOCATIONAL EDUCATION, KELLOGG COMMUNITY COLLEGE, LEGAL ASSISTANTS, MICHIGAN (BATTLE CREEK)
FOLLOWING A REVIEW OF THE HISTORY OF THE LEGAL ASSISTANT PROFESSION AND THE PRESENT STATUS OF LEGAL ASSISTANT EDUCATION, THIS DOCUMENT REPORTS A STUDY OF THE NEED FOR A LEGAL ASSISTANT PROGRAM AT KELLOGG COMMUNITY COLLEGE (KCC). A SURVEY QUESTIONNAIRE WAS DISTRIBUTED TO 106 PRIVATE ATTORNEYS, FINANCIAL INSTITUTIONS, BUSINESSES AND INDUSTRIES, INSURANCE COMPANIES, AND JUDGES AND PROSECUTING ATTORNEYS WITHIN THE KCC SERVICE AREA. FORTY-EIGHT RESPONSES WERE RECEIVED (45.3 PERCENT). TWENTY RESPONDENTS INDICATED THAT THEY CURRENTLY EMPLOY AT LEAST ONE LEGAL ASSISTANT, AND A TOTAL OF 40 LEGAL ASSISTANTS ARE CURRENTLY EMPLOYED BY ALL RESPONDENTS. ONLY SIX OF THESE 40 HAVE HAD FORMAL TRAINING. THIRTY OF THE RESPONDENTS INDICATED THAT THEY WOULD CONSIDER EMPLOYING A TRAINED LEGAL ASSISTANT. IT WAS ESTIMATED THAT 33 LEGAL ASSISTANT POSITIONS WOULD BECOME AVAILABLE WITHIN THE NEXT FIVE YEARS. BASED ON THE RESULTS OF THE SURVEY, AND EVALUATIONS OF RESOURCE, FACILITY, BUDGET, AND CURRICULUM REQUIREMENTS, IT WAS RECOMMENDED THAT THE PROPOSED LEGAL ASSISTANT PROGRAM BE IMPLEMENTED. THE SURVEY RESULTS ARE APPENDED, ALONG WITH A PROPOSED CURRICULUM OUTLINE AND COURSE DESCRIPTIONS. (NHM)
ERIC: ED119756

2703 LEMON PICKER (AGRIC.) 404.887-018--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. SEP 65
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 11P.
AGRICULTURAL LABORERS, APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, LEMON PICKER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED072054

2704 LENGTH OF WORKING LIFE FOR MEN AND WOMEN, 1970 FEB 76
FULLERTON, HOWARD N., JR.; BYRNE, JAMES J.
MONTHLY LABOR REVIEW; 99:2:31-5
LABOR FORCE, WORKING WOMEN, WORK LIFE EXPECTANCY, SOCIAL CHANGE, MALES, MANPOWER UTILIZATION, TABLES (DATA), HUMAN LIVING, COMPARATIVE ANALYSIS
DATA FROM 1970 ON WORK LIFE EXPECTANCY INDICATE THAT THE AVERAGE NUMBER OF YEARS SPENT IN THE LABOR FORCE IS DECLINING FOR MEN AND RISING FOR WOMEN, WITH AN INCREASE IN THE NUMBER OF WORKING WOMEN WITH CHILDREN UNDER SIX. TABLES SUPPLEMENT THE DISCUSSION. (LH)
ERIC: EJ132224

2705 LENGTH OF WORKING LIFE FOR MEN AND WOMEN, 1970. SPECIAL LABOR FORCE REPORT 187. REVISED. 76
FULLERTON, HOWARD N., JR.; BYRNE, JAMES J.
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 22P.; REPRINT FROM MONTHLY LABOR REVIEW (FEBRUARY 1976) ; TABLES MAY BE MARGINALLY LEGIBLE DUE TO SMALL PRINT OF ORIGINAL DOCUMENT
AGE GROUPS, COMPARATIVE STATISTICS, EMPLOYMENT, FEMALES, LABOR FORCE, MALES, MARITAL STATUS, MEASUREMENT TECHNIQUES, STATISTICAL ANALYSIS, TABLES (DATA), TREND ANALYSIS, WORK LIFE EXPECTANCY, UNITED STATES
NOTING THAT DATA FROM 1970 WORKING LIFE TABLES INDICATE THAT SINCE 1960 WORKLIFE EXPECTANCY HAS CONTINUED TO EDGE DOWNWARD FOR MEN AND TO LENGTHEN FOR WOMEN, THIS REPORT BRIEFLY DISCUSSES CONTINUING TRENDS IN THE WORKLIFE OF MEN AND WOMEN FROM 1900 THROUGH 1970. WOMENS WORKLIFE IS PRESENTED IN TERMS OF SINGLE WOMEN; MOTHERS; WIDOWED, DIVORCED, SEPARATED WOMEN; CHILDLESS WOMEN; AND SEPARATIONS AND ACCESSIONS AMONG WOMEN. THE APPENDIX COMPRISES THE MAJORITY OF THE REPORT (13 PAGES) AND INCLUDES A BRIEF DESCRIPTION OF TWO MEASURES OF WORKING LIFE EXPECTANCY; AND A SIX-PAGE DISCUSSION OF THE WORKING LIFE TABLE (ITS USES AND A DESCRIPTION WHICH INCLUDES HOW DATA ARE COMPUTED FOR THE NUMBER OF PERSONS LIVING; PERCENT OF POPULATION IN THE LABOR FORCE; NUMBER IN THE LABOR FORCE; AVERAGE NUMBER OF REMAINING YEARS OF LIFE, OF WORKING LIFE FOR THE POPULATION, OF WORKING LIFE FOR THE LABOR FORCE, OF NONLABOR FORCE ACTIVITY FOR THOSE IN THE LABOR FORCE, AND OF NONLABOR FORCE ACTIVITY FOR THOSE IN THE POPULATION). THE FIVE

(CONT.)
2705 1970 WORKING LIFE TABLES ARE PRESENTED FOR MEN, SINGLE WOMEN, EVER-MARRIED WOMEN TO WHOM NO CHILDREN WERE EVER BORN, EVER-MARRIED WOMEN IN THE LABOR FORCE AFTER THE BIRTH OF LAST CHILD, AND FOR DIVORCED, WIDOWED, AND SEPARATED WOMEN. (SH)
ERIC: ED137621

2706 LESSONS FROM ABROAD ON EMPLOYING YOUTH FEB 77
REUBENS, BEATRICE G.
WORKLIFE;2;2;13-15
FOREIGN COUNTRIES, EMPLOYMENT PROGRAMS, NATIONAL PROGRAMS, YOUTH EMPLOYMENT, EMPLOYMENT PROBLEMS, MANPOWER DEVELOPMENT, YOUTH PROGRAMS, EMPLOYMENT TRENDS, DEVELOPED NATIONS, EUROPE
THIS REPORT MADE AT A SENATE-HOUSE JOINT ECONOMIC COMMITTEE HEARING ON THE PROBLEMS OF YOUTH UNEMPLOYMENT IS BASED ON DATA GATHERED THROUGH ACADEMIC RESEARCH AND PERSONAL VISITS TO SEVERAL INDUSTRIALIZED COUNTRIES. (ML)
ERIC: EJ153230

2707 LETS ANALYZE AND SELL. DEC 50
TEXAS UNIV., AUSTIN. INDUSTRIAL AND BUSINESS TRAINING;TEXAS EDUCATION AGENCY, AUSTIN. DISTRIBUTIVE EDUCATION
NOTES: 57P.
DISTRIBUTIVE EDUCATION, TEACHING GUIDES, SALESMANSHIP, SELF EVALUATION, JOB SKILLS, SALES WORKERS, TEACHING METHODS
CURRICULUM MATERIALS IN THIS MANUAL ARE TO BE USED BY TEACHERS IN PLANNING A SALES TRAINING COURSE CONSISTING OF FIVE 2-HOUR SESSIONS. ROLE-PLAYING AND FREE-CONFERENCE ARE THE EMPHASIZED TEACHING METHODS FOR THESE SESSION TOPICS (1) THE SALESPERSON AN ANALYST OF HIMSELF, (2) THE SALESPERSON AN ANALYST OF JOB INFORMATION, (3) THE SALESPERSON AN ANALYST OF CUSTOMERS, (4) THE SALESPERSON AN ANALYST OF A SALE, AND (5) THE SALESPERSON AN ANALYST OF SALES. EACH TOPICAL OUTLINE CONTAINS TEACHER SUGGESTIONS AND HANDOUT MATERIALS FOR STUDENTS. A BIBLIOGRAPHY OF TEXTBOOKS AND SALES TRAINING MANUALS IS INCLUDED. (SB)
AIM/ARM: VT000013 INSTRUCTIONAL MATERIALS LABORATORY, DISTRIBUTIVE EDUCATION DEPARTMENT, DIVISION OF EXTENSION, THE UNIVERSITY OF TEXAS, AUSTIN, TEXAS 78712 ($2.00).

2708 LETS TAKE THE FRINGE OUT OF FRINGE BENEFITS 1975
HARRIS, R.L.
PERSONNEL JOURNAL, VOL.54, NO.2, FEB 1975, P. 86-89.
COLLECTIVE BARGAINING, ECONOMICS, EMPLOYEE BENEFITS, EMPLOYEE COMPENSATION, FRINGE BENEFITS, GOVERNMENT INTERVENTION, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, LABOR MARKET, MEDICAL BENEFITS, MOTIVATION, PENSION PLAN, PRIVATE ENTERPRISE, UNEMPLOYMENT
DISCUSSION OF THE RAMIFICATIONS TO BOTH PRIVATE ENTERPRISE AND THE PUBLIC SECTOR OF THE FRINGE BENEFIT BOOK, WHICH YIELDS EVER-HIGHER COMPENSATION PACKAGES.
MGMT: PEJ7540086

2709 LETTER FROM BUFFALO 1977
MORRISON, M.
BUSINESS WEEK, NO.2475, MARCH 21, 1977, P. 26.
ECONOMICS, LABOR MARKET, RELOCATION, UNEMPLOYMENT
THE TREACHEROUS WINTER SUFFERED IN BUFFALO WAS JUST ONE MORE BLOW TO A REGION SUFFERING FROM HIGH UNEMPLOYMENT, AGED INDUSTRIAL SITES, POOR IMAGE AND BURDENSOME TAXES.
MGMT: BWE77C2126

2710 LETTER FROM HONOLULU: CAN TOURISM PROVIDE THE JOBS 1977
SMITH, C.
BUSINESS WEEK, NO.2482, MAY 9, 1977, P. 26B-26F.
ECONOMICS, FOOD INDUSTRY, UNEMPLOYMENT
HAWAIIS SUGAR INDUSTRY IS DECLINING DUE TO HIGH COSTS AND LOW PRICES WHICH COULD PUSH HAWAIIS UNEMPLOYMENT RATE TO 15%. TOURISM IS STRONG BUT THE POSSIBILITY OF INCREASING JOBS IS NOT FAVORED BY ALL. CRITICS WANT TO PRESERVE THE LAND.
MGMT: BWE77E0926

2711 LEVERS-LACE-MACHINE OPERATOR (TEX. PROD., N. E. C.) 683.782--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. FEB 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 12P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, LACE MACHINE OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE

(CONT.)
2711 PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED067420

2712 LIBERATING DAY CARE A MODEST PROPOSAL OCT 73
ROTHMAN, SHEILA M.
PHI DELTA KAPPAN:55:2:132-135
EQUAL OPPORTUNITIES (JOBS), SEX DISCRIMINATION, EMPLOYMENT OPPORTUNITIES, WORKING WOMEN, DAY CARE SERVICES, FEMINISM, EMPLOYMENT, LABOR FORCE
RATHER THAN ENCOURAGE MASSIVE FEDERAL OR STATE FUNDING FOR DAY CARE CENTERS, IT WOULD BE FAIRER AND WISER TO USE THE FUNDS TO ESTABLISH A GENEROUS FAMILY ASSISTANCE PROGRAM. PARENTS COULD THEN EXERCISE THEIR OWN DISCRETION, USING OR PASSING BY DAY-CARE FACILITIES. (AUTHOR)
ERIC: EJ085965

2713 LIBRARIAN (LIBRARY) 100.168--TECHNICAL REPORT ON DEVELOPMENT OF USTES TEST BATTERY. JAN 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 21P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, LIBRARIANS, NORMS, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED066461

2714 LIBRARY MANPOWER A STUDY OF DEMAND AND SUPPLY. 75
KAHL, ANNE S.:DE LA VERGNE, MARY I.
BUREAU OF LABOR STANDARDS (DOL), WASHINGTON, D.C.
NOTES: 108P.: DOL-BULL-1852
BIBLIOGRAPHIES, COLLEGE LIBRARIES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROJECTIONS, INTERVIEWS, JOB MARKET, LABOR SUPPLY, LIBRARIANS, LIBRARIES, LIBRARY SCHOOLS, LITERATURE REVIEWS, LONGITUDINAL STUDIES, MANPOWER NEEDS, MINORITY GROUPS, OCCUPATIONAL INFORMATION, PERSONNEL NEEDS, PUBLIC LIBRARIES, SCHOOL LIBRARIES, UNIVERSITY LIBRARIES
THE BUREAU OF LABOR STATISTICS WAS AWARDED A CONTRACT TO DEVELOP INFORMATION THAT WOULD PRESENT A COMPREHENSIVE VIEW OF LIBRARY MANPOWER DEMAND AND SUPPLY THROUGH THE MID-1980S. THE STUDY DEVELOPED PROJECTIONS OF EMPLOYMENT REQUIREMENTS BY EMPLOYMENT SETTING--SCHOOL, PUBLIC, ACADEMIC, AND SPECIAL LIBRARY--AND PROVIDED INFORMATION ON JOB FUNCTIONS AND EDUCATIONAL REQUIREMENTS. THE STUDY ENTAILED TWO MAJOR COLLECTION PHASES A DETAILED SEARCH OF EXISTING LITERATURE FOR STATISTICS AND OTHER RELATED INFORMATION, AND PERSONAL INTERVIEWS. AMONG THE CONCLUSIONS OF THE STUDY WERE THAT EMPLOYMENT IN SCHOOL LIBRARIES IS EXPECTED TO GROW SLOWLY, WITH MOST OF THE GROWTH OCCURRING AFTER 1980, WITH THE REVERSE BEING TRUE FOR THE ACADEMIC LIBRARIAN FOR WHOM IT IS EXPECTED THAT EMPLOYMENT GROWTH WILL COME TO A VIRTUAL HALT AFTER 1980: AND THAT IN CONTRAST TO THE ANTICIPATED TIGHT JOB MARKET FOR BEGINNING LIBRARIANS, DEMAND IS EXPECTED TO REMAIN STRONG FOR BLACK AND OTHER MINORITY LIBRARIANS, COMMUNITY OUTREACH LIBRARIANS, MEDIA/AUDIOVISUAL SPECIALIST, LIBRARY AUTOMATION SPECIALISTS, AND EXPERIENCED LIBRARY ADMINISTRATORS AND SUPERVISORY LIBRARIANS. AN INTERVIEW GUIDE, A LIST OF STAFF POSITION DESCRIPTIONS, AND A SELECTED BIBLIOGRAPHY ARE INCLUDED. (AUTHOR/KKC)
ERIC: ED104395 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NUMBER 029-001-01367, $1.75)

2715 THE LIBRARY TECHNICAL ASSISTANT. 75
GARDOGIAN, RHODA
PRATT INST., BROOKLYN, N.Y. GRADUATE SCHOOL OF LIBRARY AND INFORMATION SCIENCE.
NOTES: 133P.: PRATT PORTFOLIO NO. 3
ATTITUDES, COLLEGE LIBRARIES, HIGHER EDUCATION, JOB MARKET, LIBRARIANS, LIBRARY ADMINISTRATION, LIBRARY EDUCATION, LIBRARY RESEARCH, LIBRARY SCIENCE, LIBRARY SURVEYS, LIBRARY TECHNICIANS, PUBLIC LIBRARIES, SCHOOL LIBRARIES, SPECIAL LIBRARIES, TECHNICAL EDUCATION, UNIVERSITY LIBRARIES
LIBRARY TECHNICAL ASSISTANTS (LTAS) WERE THE SUBJECT OF A STUDY DESIGNED TO FOCUS ON FOUR AREAS (1) THE PRESENT STATUS OF FORMAL LTA TRAINING PROGRAMS, (2) THE PRESENT AND POTENTIAL JOB MARKET, (3) THE DUTIES WHICH LTAS PERFORM, AND (4) THE ATTITUDE OF THE PROFESSIONAL LIBRARIAN TOWARD THE LTA. DATA WERE COLLECTED FROM TWO SOURCES--CATALOGS OF SCHOOLS OFFERING LTA TRAINING PROGRAMS AND A SURVEY QUESTIONNAIRE MAILED TO PUBLIC.

(CONT.)

2715 ACADEMIC, AND SPECIAL LIBRARIES AS WELL AS TO BOARDS OF EDUCATION. THE STUDY WAS LIMITED TO THE STATES OF CONNECTICUT, NEW JERSEY, NEW YORK, AND PENNSYLVANIA. THREE MAJOR PROBLEMS WERE FOUND BY THE STUDY. FIRST WAS THE INABILITY OF EXISTING CURRICULA TO FOCUS ON THE SUPPORT ROLE OF THE LTA. SECOND WAS A DEFINITE NEED FOR A STRICT DELINEATION OF DUTIES FOR PROFESSIONAL, PARAPROFESSIONAL, AND CLERICAL PERSONNEL. THESE TWO PROBLEMS LED TO THE THIRD, WHICH WAS THE FEAR THAT LTAS WOULD BE HIRED TO REPLACE PROFESSIONAL LIBRARIANS. THE INVOLVEMENT OF AMERICAN LIBRARY ASSOCIATION-ACCREDITED LIBRARY SCHOOLS IN LTA TRAINING PROGRAMS COULD HELP SOLVE SOME OF THESE PROBLEMS. QUESTIONNAIRES, TABLES, CRITERIA FOR LTA EDUCATION PROGRAMS, AND BIBLIOGRAPHY ARE INCLUDED. (AUTHOR/LS)
ERIC: ED124177 PRATT INSTITUTE GRADUATE SCHOOL OF LIBRARY AND INFORMATION SCIENCE, BROOKLYN, NEW YORK 11205 ($6.00)

2716 LICENSED OCCUPATIONS AND BUSINESSES. OHIO EMPLOYMENT INFORMATION SERIES, PART III. MAR 68
OHIO BUREAU OF EMPLOYMENT SERVICES, COLUMBUS. COUNSELING SECTION.
NOTES: 166P.
BUSINESS, CERTIFICATION, DIRECTORIES, EMPLOYMENT QUALIFICATIONS, LABOR STANDARDS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, OCCUPATIONS, STATE LICENSING BOARDS, STATE STANDARDS, OHIO
THIS DIRECTORY CONTAINS DESCRIPTIONS OF 142 STATE-LICENSED OCCUPATIONS AND BUSINESSES THAT INVOLVE TRAINING, SIGNIFICANT LEGAL REQUIREMENTS, OR PASSING AN EXAMINATION. AN OUTLINE OF STATE LICENSED BUSINESSES AND THE AGENCY ISSUING SUCH LICENSES IS INCLUDED. AUTHORITIES TO CONTACT FOR FEDERAL, COUNTY, AND CITY LICENSES ARE ALSO LISTED. RELATED DOCUMENTS ARE VT 006 275 AND VT 006 276. (CH)
ERIC: ED025611

2717 LIFE SKILLS FOR ADULT LEARNERS JUN 73
ADKINS, WINTHROP R.
ADULT LEADERSHIP;22;2;55-8,82-4
ADULT EDUCATION, CAREER EDUCATION, LEARNING DIFFICULTIES, PROGRAM EFFECTIVENESS, MODELS, ADULT EDUCATION PROGRAMS, EDUCATIONALLY DISADVANTAGED, STUDENT MOTIVATION, CURRICULUM DEVELOPMENT, TABLES (DATA)
AUTHOR PRESENTS AN EDUCATIONAL MODEL HE HAS BEEN PREPARING FOR THE PAST NINE YEARS THAT IS DESIGNED TO HELP THE DISADVANTAGED ADOLESCENT AND ADULT LEARN THE NECESSARY BEHAVIORS FOR COPING WITH THEIR PROBLEMS IN LIVING. (AUTHOR/RK)
ERIC: EJ079244

2718 LIFE SKILLS IN MANPOWER TRAINING W 72
HIMSL, R.
CANADIAN VOCATIONAL JOURNAL;6;4;2-5
ADJUSTMENT (TO ENVIRONMENT), DECISION MAKING SKILLS, DISADVANTAGED GROUPS, JOB SKILLS, JOB TRAINING, MANPOWER DEVELOPMENT, PROBLEM SOLVING, SKILL DEVELOPMENT, VOCATIONAL EDUCATION
ERIC: EJ050084

2719 A LIFELINE FOR THE UNEMPLOYED 1975
BUSINESS WEEK, NO.2377, APRIL 21, 1975, P. 27-28.
EMPLOYEE BENEFITS, FINANCE, FISCAL POLICY, HUMAN RESOURCE DEVELOPMENT, INSURANCE, JOB DEVELOPMENT, LABOR FORCE, LAYOFF, TAXATION, UNEMPLOYMENT, WAGES, WORKMEN'S COMPENSATION
PRESSURE FOR UNEMPLOYMENT INSURANCE MOUNTS IN CONGRESS AS LAYOFFS CONTINUE TO 8.7 PERCENT OF THE FEBRUARY LABOR FORCE. WITH BENEFITS BECOMING EXHAUSTED, UNEMPLOYMENT COMPENSATION REFORM IS NEEDED.
MGMT: BWE7502127

2720 LIFELONG LANGUAGE LEARNING HOW READY ARE WE 75
STRASHEIM, LORRAINE A.
SOUTHERN CONFERENCE ON LANGUAGE TEACHING, ATLANTA, GA.
NOTES: 18P.; PAPER PRESENTED AT THE SOUTHERN CONFERENCE ON LANGUAGE TEACHING (11TH, NEW ORLEANS, LOUISIANA, 1975)
ADULT EDUCATION PROGRAMS, ADULT STUDENTS, CONTINUOUS LEARNING, LANGUAGE INSTRUCTION, LANGUAGE PROGRAMS, LANGUAGE SKILLS, MODELS, MODERN LANGUAGE CURRICULUM, SECOND LANGUAGE LEARNING, TEACHING METHODS
THE CONCEPT OF LIFELONG LEARNING IS DISCUSSED, STRESSING THE NEED TO VIEW EDUCATION NOT AS A FINITE PERIOD, BUT AS A PROCESS THAT CONTINUES BEYOND YEARS OF FORMAL SCHOOLING. PART OF THIS SHIFT IN FOCUS INVOLVES RECOGNIZING A NEW MEANING FOR SCHOOL, AND REALIZING THAT EDUCATION MAY TAKE PLACE IN UNION HALLS, MANAGEMENT RETREATS, MUSEUMS, LIBRARIES, PLAYGROUNDS, LIVING ROOMS, WEEKEND COLLEGES, AND ON TRIPS ABROAD, AS WELL AS IN THE TRADITIONAL INSTITUTIONS OF LEARNING. THE AVERAGE STUDENT IN LIFELONG LEARNING IS TYPICALLY OLDER THAN STUDENTS IN TRADITIONAL EDUCATION, AND IS NOT CONSTRAINED BY THE PRESSURES OF TESTING, GRADING AND CREDENTIALING. THE CURRICULUM TENDS TO OFFER NON-TRADITIONAL COURSES. LIFELONG LANGUAGE LEARNING COULD OFFER OPPORTUNITIES FOR INTERDISCIPLINARY COOPERATION, AND SHOULD ENCOURAGE TEACHERS TO DEAL WITH ALTERNATIVE LEARNING STRATEGIES. A TEACHING MODEL FOR SCHOOL PROGRAMS IN LIFELONG LANGUAGE LEARNING WOULD CALL FOR THE CORE OF THE WORK TO BE DONE IN A GROUP UNDER TEACHER GUIDANCE, FOLLOWED BY A PERIOD OF INDIVIDUALIZED OR SMALL-GROUP ACTIVITIES FOR ENRICHMENT, REINFORCEMENT, OR REMEDIATION. ONE GOAL OF SUCH A MODEL IS TO GIVE STUDENTS AN OPPORTUNITY TO LEARN HOW TO LEARN A LANGUAGE AND TO GIVE THEM AN INTELLIGENT BASIS FOR SELECTING A LANGUAGE TO STUDY IN DEPTH. (CLK)
ERIC: ED139233 NOT AVAILABLE SEPARATELY: SEE FL 008 033

2721 LIGHT-BULB ASSEMBLER 7-00.078 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUL 54
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, LIGHT BULB ASSEMBLER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060095

2722 A LIMITED INDEX TO THE MANPOWER LITERATURE JAN 76
OREGON STATE UNIV., CORVALLIS, OREG. INST. FOR MANPOWER STUDIES. EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C.
CONTRACT NO. DL-41-5-0702-010
NOTES: INTERIM REPT. 1 APR 75-31 MAR 76. 706P
MANPOWER UTILIZATION, PERSONNEL DEVELOPMENT, BIBLIOGRAPHIES, VOCATIONAL REHABILITATION, LABOR MARKET, HUMAN RESOURCES, NTISLABPEU
AN AUTHOR, TITLE, AND SUBJECT INDEX IS GIVEN TO BIBLIOGRAPHIC MATERIAL CONTAINED IN THE NATIONAL TECHNICAL INFORMATION SERVICE (NTIS), THE EDUCATION RESOURCE INFORMATION CENTER (ERIC), AND THE ABSTRACTS IN INSTRUCTIONAL MATERIAL/ABSTRACT IN RESEARCH MATERIALS (AIM-ARM) COMPUTERIZED DATA FILES, AND WHICH DEALS WITH (1) CATEGORICAL MANPOWER PROGRAMS, (2) EVALUATION OF MANPOWER PROGRAMS, (3) MANPOWER PROGRAM DESIGN AND OPERATION, (4) COMPLIMENTARY OR SUPPORTIVE MANPOWER RELATED PROGRAMS, (5) LABOR MARKETS AND LABOR MARKET ANALYSIS, ETC. THE COLLECTION REPRESENTS RESEARCH AND DEMONSTRATION PROJECTS WHICH HAVE SOME TOPICAL, OPERATIONAL, OR PROGRAMMATIC RELATIONSHIP TO THE ADMINISTRATION OF THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, 1973. THE COLLECTION CONTAINS 1,883 ITEMS AND COVERS AN R+D HISTORY DATING FROM 1962-1975. THE TITLE INDEX CONTAINS BIBLIOGRAPHIC REFERENCES AND AN ABSTRACT.
NTIS: PB-251 351/3ST NTIS PRICES PC$18.75/MF$2.25

2723 THE LIMITED ROLE OF FISCAL POLICY IN AN OPEN ECONOMY 1976
MCKINNON, R.I.
BANCA NAZIONALE DEL LAVORO REVIEW, NO.117, JUNE 1976, P. 95-117, BIBLIOG. 17
BALANCE OF PAYMENTS, ECONOMIC THEORY, ECONOMICS, EXCHANGE RATE, FISCAL POLICY, GOVERNMENT SPENDING, INFLATION, LABOR MARKET, MODELING, MONEY SUPPLY, PUBLIC ADMINISTRATION, QUANTITATIVE METHODS, UNEMPLOYMENT, WAGES
AN ATTEMPT IS MADE TO IMPOSE THE WORKINGS OF THE LABOR MARKET ON OPEN-ECONOMY MODELS OF FISCAL POLICY UNDER FIXED AND UNDER FLEXIBLE EXCHANGE RATES. ENGAGING IN HEAVY FISCAL DEFICITS AS THE PRINCIPAL RESPONSE TO UNEMPLOYMENT COULD BE A PERILOUS POLICY FOR THE STABILITY OF AN OPEN ECONOMY AND MAY THREATEN CREDITWORTHINESS ABROAD.
MGMT: 3NL76F0095

2724 LINEAR EQUATIONS FOR ESTIMATING A PERSONS OCCUPATIONAL ADJUSTMENT, BASED ON INFORMATION ON OCCUPATIONAL PROFILES
TATSUOKA, M. M.:CATTELL, R. B.
BRITISH JOURNAL OF EDUCATIONAL PSYCHOLOGY:40 PT 3:324-34
MATHEMATICAL APPLICATIONS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, TABLES (DATA)
ERIC: EJ031392

2725 LINEMAN, REPAIR (LIGHT, HEAT, + POWER) 821.381--DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, CUTTING SCORES, ELECTRICAL OCCUPATIONS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UTILITIES, GATB, GENERAL APTITUDE TEST BATTERY, LINEMAN
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE

(CONT.)
2725 PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED062418

2726 LINOTYPE OPERATOR (PRINT + PUB.) 650.582--DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 11P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PRINTING, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, LINOTYPE OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES: GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED061333

2727 LITERARY-VOCATIONAL RELATIONSHIPS IN THE AMERICAN EDUCATIONAL CONTEXT, FROM 1820 IMPLICATIONS FOR INSTRUCTION. 75
HOLMES, LEIGH HOWARD
NOTES: 297P.; PH. D. DISSERTATION, UNIVERSITY OF KANSAS
CURRICULUM DEVELOPMENT, DOCTORAL THESES, EDUCATIONAL HISTORY, EDUCATIONAL PHILOSOPHY, EDUCATIONAL THEORIES, GENERAL EDUCATION, HIGHER EDUCATION, JUNIOR COLLEGES, LITERATURE APPRECIATION, SECONDARY EDUCATION, VOCATIONAL EDUCATION
IN ORDER TO LOCATE MEANS TO ENHANCE STUDENT VOCATIONAL PREPARATION THROUGH THE STUDY OF LITERATURE, LITERARY-VOCATIONAL RELATIONSHIPS ARE IDENTIFIED OR INFERRED IN SELECTED ASPECTS OF THE AMERICAN EDUCATIONAL CONTEXT. THE FIRST TWO CHAPTERS INTRODUCE THE STUDY AND SURVEY BACKGROUND INFLUENCES, WHILE THE THIRD AND FOURTH CHAPTERS EXAMINE THE HISTORICAL BACKGROUND THROUGH THE 19TH AND 20TH CENTURIES, INCLUDING THE IDEAS OF THOREAU, GREELEY, EMERSON, CHANNING, AND DEWEY. THE FIFTH CHAPTER REVIEWS SUGGESTED COMBINATIONS WITHIN THE CONTEXT OF SPECIALIZED EDUCATION (JUNIOR COLLEGES AND WORKERS EDUCATIONAL MOVEMENTS), AND THE SIXTH CHAPTER STATES THE FINDINGS OF THE STUDY, CONCLUDING THAT CORRELATION OF LIBERAL, INCLUDING LITERARY, EDUCATION WITH VOCATIONAL EDUCATION HAS A VALUE JUSTIFICATION AND A PRACTICAL BASIS. FOURTEEN LITERARY-VOCATIONAL RELATIONSHIPS ARE DESCRIBED, INCLUDING IDEAS FOR LESSONS AND COURSE DEVELOPMENT BASED ON THE USE OF SUCH MATERIALS AS VOCATIONAL BOOKLISTS AND THE BALLADS AND SONGS GENERATED HISTORICALLY WITHIN VARIOUS OCCUPATIONS. (AUTHOR/JM)
ERIC: ED117716 UNIVERSITY MICROFILMS, P.O. BOX 1764, ANN ARBOR, MICHIGAN 48106 (ORDER NO. 75-30,042, MFILM $7.50, XEROGRAPHY $15.00)

2728 THE LITTLE COURSES THAT GREW JUN 77
GROSGEBAUER, CLARE
AMERICAN EDUCATION;13;5;10-3
ADULT EDUCATION, ADULT EDUCATION PROGRAMS, WOMENS EDUCATION, COURSE DESCRIPTIONS, VOCATIONAL DEVELOPMENT, EDUCATIONAL NEEDS, PROGRAM DEVELOPMENT, ILLUSTRATIONS, STUDENT MOTIVATION, EDUCATIONAL FINANCE, CONTINUING EDUCATION FOR WOMEN CENTER, DISTRICT OF COLUMBIA
ORIGINALLY A DIVERSION FOR DISGRUNTLED HOUSEWIVES, THE CONTINUING-EDUCATION CURRICULUM IS BECOMING MORE COMPREHENSIVE, WITH AN ACCENT ON CAREER OPTIONS AND JOB SKILLS. (EDITOR)
ERIC: EJ163728 REPRINT AVAILABLE (SEE P. VII) UMI

2729 LITTLE ROCK OIC. FINAL REPORT (SEPTEMBER 1, 1966-MAY 31, 1968). 31 DEC 68
OPPORTUNITIES INDUSTRIALIZATION CENTER, INC., LITTLE ROCK, ARK. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 213P.
MANPOWER DEVELOPMENT, DISADVANTAGED GROUPS, DROPOUT REHABILITATION, UNEMPLOYED, UNDEREMPLOYED, EMPLOYMENT PROBLEMS, EDUCATIONAL PROGRAMS, PROGRAM DESCRIPTIONS, VOCATIONAL EDUCATION, MANPOWER UTILIZATION
THE OPPORTUNITIES INDUSTRIALIZATION CENTER (OIC), INC., OF LITTLE ROCK IS DESIGNED TO TRAIN AND RETRAIN DROPOUTS, UNEMPLOYED, AND UNDEREMPLOYED PERSONS, RANGING IN AGE FROM 17 TO 60. TRAINEES ARE RECRUITED THROUGH THE STATE EMPLOYMENT SERVICE, WELFARE AGENCIES, CHURCHES, COMMUNITY ORGANIZATIONS, AND OTHER AGENCIES. ALL TRAINEES RECEIVE FEEDER TRAINING, WHICH IS A PROGRAM OF MOTIVATION, RECRUITMENT, INTAKE, ASSESSMENT, TRAINING, REFERRAL, JOB PLACEMENT, AND FOLLOWUP, AND SOME TRAINEES RECEIVE ADDITIONAL TECHNICAL TRAINING. IMPORTANT COMPONENTS OF BOTH THE FEEDER AND TECHNICAL TRAINING PROGRAMS ARE GUIDANCE AND COUNSELING IN MATTERS THAT AFFECT TRAINEES ADJUSTMENT. AFTER COMPLETION OF

(CONT.)
2729 THE PROGRAM, MANY STUDENTS HOLD GOOD JOBS, SOME WITH A HIGH DEGREE OF RESPONSIBILITY. THROUGH SUCH SUCCESSFUL EXAMPLES OF JOB PLACEMENT, THE OIC IS ESTABLISHING A GOOD WORKING RAPPORT WITH MANY EMPLOYERS IN BUSINESS, INDUSTRY, AND LOCAL GOVERNMENT. SEVERAL COURSE OUTLINES, FORMS, AND SUMMARIES OF PROGRAM AND STUDENT CHARACTERISTICS ARE APPENDED. (SB)
AIM/ARM: VT011275

2730 LITTON WANTS CASH FROM THE NAVY 1975
BUSINESS WEEK, NO.2411, DEC 15, 1975, P. 30-32.
CASH FLOW, CONSTRUCTION INDUSTRY, CREDIT, ECONOMICS, EXPENSE, INCOME, LABOR FORCE, PAYROLL, PRODUCTIVITY, PROFIT PERFORMANCE, SALES VOLUME
INGALLS SHIPBUILDING HAS BEEN RUNNING A NEGATIVE CASH FLOW BALANCE FOR 5 MONTHS, WHICH MEANS LITTON INDUSTRIES, ITS OWNER, NEEDS TO SUSTAIN ITS $1 BILLION CONTRACT TO BUILD HELICOPTER ASSAULT CARRIERS FOR THE NAVY. THE NAVY PROMISED TO HELP DEFRAY ADDED PAYROLL AT INGALLS, BUT THE YARD INCOME HAS BEEN $20 MILLION TO $50 MILLION BEHIND EXPENSE SINCE JULY.
MGMT: BWE75L1530

2731 LOADER (CAN. + PRESERV.) 8-04.10--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAY 65
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FOOD PROCESSING OCCUPATIONS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED070775

2732 LOCAL GOVERNMENT AND MANPOWER PROGRAMS FOR THE DISADVANTAGED AN EVALUATION OF THE IMPACT OF THE PORTLAND CONCENTRATED EMPLOYMENT PROGRAM 1 DEC 76
COPPERMAN, LOIS FARRER
PORTLAND STATE UNIV., OREG. SCHOOL OF URBAN AFFAIRS.*MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-41-75-16
NOTES: FINAL REPT. 245P
DISADVANTAGED GROUPS, PROGRAM EFFECTIVENESS, PORTLAND(OREGON), COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973, NTISLABPEU
THE REPORT IS A RETROSPECTIVE STUDY OF THE IMPACT OF THE PORTLAND CONCENTRATED EMPLOYMENT PROGRAM (PCEP) ON THE POST-TRAINING INCOMES OF 1955 PCEP PARTICIPANTS AND A CONTROL GROUP OF 1159 INDIVIDUALS APPLYING TO OR ENROLLED IN THE PCEP BETWEEN 1968 AND 1972. MEAN EARNINGS INFORMATION BY GROUPS FOR 1973 WAS PURCHASED FROM THE U.S. SOCIAL SECURITY ADMINISTRATION.
NTIS: PB-273 786/4ST NTIS PRICES PC A11/MF A01

2733 THE LOCAL JOB BANK PROGRAM PERFORMANCE, STRUCTURE, AND DIRECTION. 73
ULLMAN, JOSEPH C.;HUBER, GEORGE P.
NOTES: 170P.
AGENCY ROLE, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, FEDERAL PROGRAMS, FEEDBACK, GOVERNMENTAL STRUCTURE, HUMAN SERVICES, INFORMATION SYSTEMS, JOB PLACEMENT, LABOR MARKET, ORGANIZATIONAL EFFECTIVENESS, PROGRAM ADMINISTRATION, PROGRAM DESIGN, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, SUMMATIVE EVALUATION, JOB BANKS
THE BOOK REPRESENTS AN EFFORT TO ASSESS THE PERFORMANCE, STRUCTURE, AND DIRECTION OF THE JOB BANK PROGRAM OF THE PUBLIC EMPLOYMENT SERVICE, A PROGRAM MEANT TO IMPROVE THE FUNCTIONING OF THE LABOR MARKET INFORMATION SYSTEM IN THE UNITED STATES. THE RESEARCH HAD THREE GOALS TO ASSESS THE RELATIVE GOAL ACHIEVEMENT OF JOB BANKS: TO DETERMINE ITS OPTIMAL ORGANIZATIONAL CONFIGURATION: AND TO LEARN WHAT EFFECT FEEDBACK OF PERFORMANCE RESULTS AND RECOMMENDATIONS HAD ON PROGRAM STRUCTURE AND DIRECTION. THE INITIAL CHAPTER BRIEFLY REVIEWS THE PROBLEMS UNDER STUDY AND SUMMARIZES THE FINDINGS. CHAPTER 2 DESCRIBES THE JOB BANK PROGRAM AND THE AUTHORS APPROACH TO STUDYING ITS PERFORMANCE AND DECISIONS AFFECTING ITS DIRECTION AND STRUCTURE. CHAPTER 3 CONTAINS FINDINGS AND RECOMMENDATIONS CONCERNING THE OPTIMAL DESIGN CONFIGURATION FOR JOB BANKS AND FINDINGS CONCERNING THE EXTENT TO WHICH JOB BANKS ARE ACHIEVING THEIR GOALS. CHAPTER 4 PRESENTS FINDINGS ABOUT THE EFFECT OF FEEDBACK ON PROGRAM ADMINISTRATORS, AND CHAPTER 5 CONTAINS SOME CONCLUDING OBSERVATIONS. APPENDED ARE DESIGN AND METHODOLOGY MATERIALS, DEFINITIONS OF JOB BANK CITY CHARACTERISTICS, PROGRAM GOALS DATA, DATA RELATED TO ORGANIZATIONAL AND CONTROL VARIABLES, NATIONAL OFFICE COMMUNICATIONS TO THE STATE

(CONT.)
2733 AGENCIES, AND DESIGN CONFIGURATIONS QUESTIONNAIRE. (AUTHOR/HW)
ERIC: ED103677 LEXINGTON BOOKS, 125 SPRING STREET, LEXINGTON, MASSACHUSETTS 02173 ($13.00)

2734 LOCAL LABOR MARKET STRUCTURE ITS EFFECTS ON WAGES NOV 76
STRATTON, RICHARD W.
CONNECTICUT UNIV., STORRS.*MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-09-76-02
NOTES: FINAL REPT. 189P
EMPLOYMENT, SALARIES, LABOR MARKET, NTISLABPEU
THIS REPORT USES CROSS-SECTIONAL DATA FOR 1970 TO TEST THE EFFECTS OF UNIONISM, EMPLOYER LABOR MARKET CONCENTRATION, AND EMPLOYER PRODUCT MARKET CONCENTRATION ON THE PREVAILING EARNINGS LEVELS IN DIFFERENT LOCAL LABOR MARKETS. AN INDEX OF UNIONISM IS DEVELOPED FROM EXISTING DATA, WHICH VARIES BY SMSA AND INDUSTRY. ALSO, AN INDEX OF EMPLOYER LABOR MARKET CONCENTRATION IS DEVELOPED USING DATA FROM COUNTY BUSINESS PATTERNS AND THE COMPREHENSIVE CONCENTRATION INDEX.
NTIS: PB-274 303/7ST NTIS PRICES PC A09/MF A01

2735 LOCAL MANPOWER DATA PROGRAMS, AN ANALYSIS. 01AUG66
CHO-KIN, LEUNG:STEIN, BRUNO
NOTES: 154P.
BIBLIOGRAPHIES, ECONOMIC DEVELOPMENT, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROJECTIONS, LABOR FORCE, LITERATURE REVIEWS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, OCCUPATIONAL SURVEYS, RESEARCH PROBLEMS, TECHNOLOGICAL ADVANCEMENT, UNEMPLOYMENT, WAGES
THE PURPOSE OF THIS STUDY WAS TO EXAMINE THE PROFUSION OF LOCAL AND REGIONAL MANPOWER STUDIES SO COMMUNITIES SEEKING TO UNDERTAKE MANPOWER STUDIES COULD LEARN FROM THE EXPERIENCE OF OTHERS. OVER 300 MANPOWER STUDIES WERE EXAMINED AND CLASSIFIED AS -- (1) MANPOWER REQUIREMENT SURVEYS, (2) POTENTIAL LABOR FORCE SURVEYS, (3) WAGE SURVEYS, (4) TECHNOLOGICAL AND STRUCTURAL CHANGE IMPACT STUDIES, (5) STUDIES OF LONG TERM UNEMPLOYED, (6) ECONOMIC BASE REPORTS, (7) STATE AND OVERALL ECONOMIC DEVELOPMENT PLANS, AND (8) MISCELLANEOUS STUDIES. SOME CONCLUSIONS WERE -- (1) DEMAND ESTIMATES FROM SAMPLED EMPLOYERS ARE DIFFICULT UNLESS SAMPLES ARE WELL CONSTRUCTED AND COOPERATION WITH DATA SOURCES IS ACHIEVED, (2) HOUSEHOLD SURVEYS APPEAR TO BE THE MOST USEFUL TOOL TO USE FOR LABOR SUPPLY INFORMATION, (3) TREATMENT OF MOBILITY TENDS TO BE NAIVE, (4) WAGE DATA ARE EASILY OBTAINED ONCE THE DIFFICULTIES OF COSTING FRINGE BENEFITS ARE OVERCOME, AND (5) SAMPLES OF TECHNOLOGICAL CHANGE STUDIES WERE POOR. A BIBLIOGRAPHY LISTS ALL OF THE STUDIES REVIEWED AND DISCUSSED. (EM)
ERIC: ED015334

2736 LOCAL OFFICE DECISION-MAKING AND IMPLEMENTATION. 75
MANPOWER SCIENCE SERVICES, INC., ANN ARBOR, MICH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 862P.
DECISION MAKING, DECISION MAKING SKILLS, INSERVICE PROGRAMS, INSTRUCTIONAL MATERIALS, MANPOWER DEVELOPMENT, OFFICE MANAGEMENT, ORGANIZATIONAL CHANGE, WORKSHOPS, LOCAL OFFICE DECISION MAKING AND IMPLEMENTATION
THIS GUIDE CONTAINS AN INTRODUCTION TO AND THE MATERIALS FOR USE IN THE LOCAL OFFICE DECISION-MAKING AND IMPLEMENTATION (LODI) WORKSHOP, A SELF-MANAGED SMALL GROUP WORKSHOP DESIGNED TO TEACH PLANNING AND MANAGEMENT TECHNIQUES FOR IDENTIFYING AND RESOLVING PRIORITY NEEDS OF AN AGENCYS PROGRAM. (A NEED IS DEFINED AS THE DIFFERENCE BETWEEN WHAT IS DESIRED AND WHAT IS.) THE INTRODUCTION IS DESIGNED TO ACQUAINT THE READER WITH THE NATURE AND PURPOSE OF LODI WORKSHOP, TO AID HIM IN MAKING A DECISION ABOUT CONDUCTING THE WORKSHOP IN HIS AGENCY, AND TO ASSIST HIM IN MAKING PLANS FOR ITS IMPLEMENTATION. THE INTRODUCTION ALSO LISTS TECHNIQUES AND PROCEDURES TAUGHT BY THE WORKSHOP (THE WORKING AGREEMENT, DETERMINING OFFICE NEEDS, TURNING NEEDS INTO GOALS, DEVELOPING ALTERNATIVE PLANS, RELATIVE ADVANTAGE, IMPLEMENTING THE BEST ALTERNATIVE, EVALUATING RESULTS, AND REASSESSMENT) AND OUTLINES THE TEACHING DESIGN (EIGHT TO TWELVE STAFF AGREEING TO COMPLETE THE NINE CHAPTERS OF THE LODI MATERIALS IN APPROXIMATELY 20 TO 30 HOURS--FIVE ONCE-A-WEEK 3- TO 4-HOUR MEETINGS). IT IS NOTED THAT THE WORKSHOP IS DESIGNED TO TRAIN STAFF MEMBERS INEXPENSIVELY WITHOUT TAKING THEM AWAY FROM THEIR WORK PLACES. MOST OF THE GUIDE CONSISTS OF THE WORKSHOP MATERIALS (1) THE LODI PARTICIPANTS WORKBOOK CONTAINING WORKSHEETS AND OTHER INFORMATION NEEDED FOR PRACTICE EXERCISES AND BRIEF SUMMARIES OF THE CONVENORS SCRIPT FOR REVIEW PURPOSES, (2) THE LODI CONVENORS MANUAL CONTAINING SCRIPTS AND DISPLAY PAGES FOR EACH CHAPTER, AND (3) FIVE RESOURCE PACKETS MEANT TO SUPPLEMENT THE CONVENORS SCRIPT AND TO BE USED AT THE DISCRETION OF THE PARTICIPANTS. (JT)
ERIC: ED131220

2737 LOG SCALER (LOGGING: PAPER & PULP: SAWMILL) 941.488--TECHNICAL REPORT ON USES APTITUDE TEST BATTERY. FEB 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FORESTRY OCCUPATIONS, HIGH SCHOOL GRADUATES, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, LOG SCALER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB),

(CONT.)

2737 FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED066518

2738 THE LOGICAL APPROACH TO CA EDUCATION IN EDP 1974
ATWELL, D.L.: FOWLER, B.H.
CA MAGAZINE, VOL.105, NO.4, OCT 1974, P. 58-59.
ACCOUNTING, AUDITING, CAREER PATH, DATA PROCESSING, EDUCATION, PROFESSIONAL RESPONSIBILITY, SPECIALIZATION, TECHNOLOGICAL CHANGE, TRAINING AND DEVELOPMENT
SOME DATA PROCESSING DEVELOPMENTS AND COMPLEXITIES POSE SPECIFIC KNOWLEDGE REQUIREMENTS FOR AUDITORS WHICH THEY MUST EITHER LEARN AND PERHAPS SPECIALIZE IN OR AVOID PROFESSIONALLY. A PROGRAM OF SPECIFIC COURSES TO TAKE IS DESCRIBED.
MGMT: CAM74J0058

2739 LONG TERM FOLLOW-THROUGH OF PARTICIPANTS IN THE VERMONT EXPERIMENTAL AND DEMONSTRATION PROJECT. DEC 74
CASHMAN, JOHN R.:MATTSON, ROBERT E.
VERMONT STATE EMPLOYMENT SERVICE, MONTPELIER. DEPT. OF EMPLOYMENT SECURITY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 67P.: FOR RELATED DOCUMENTS, SEE ED 094 252-265 AND CE 004 234
DISADVANTAGED GROUPS, ECONOMICALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, FOLLOWUP STUDIES, JOB TRAINING, LONGITUDINAL STUDIES, LOW INCOME GROUPS, MANPOWER UTILIZATION, PILOT PROJECTS, PROGRAM EVALUATION, STATE SURVEYS, TABLES (DATA), UNDEREMPLOYED, UNEMPLOYED, WELFARE RECIPIENTS, SPECIAL WORK PROJECT, SWP, VERMONT
THE REPORT DESCRIBES A VERMONT PROJECT BEGUN IN 1970 AND DESIGNED TO ASSESS THE LONG TERM VALUE OF THE SPECIAL WORK PROJECT (SWP), OR PUBLIC SERVICE EMPLOYMENT, AS A VEHICLE FOR PROVIDING TRANSITIONAL EMPLOYMENT TO UNEMPLOYED MEMBERS OF LOW INCOME FAMILIES WITH CHILDREN RECEIVING PUBLIC AID. THE STUDY ATTEMPTED TO CONTACT AND INTERVIEW THE 609 PARTICIPANTS WHO HAD COMPLETED OR TERMINATED SPECIAL WORK TRAINING PRIOR TO JUNE, 1973, IN ORDER TO DETERMINE THEIR EMPLOYMENT STATUS AND PUBLIC AID RECIPIENT STATUS AT 9, 12, 18, 24, AND 30 MONTHS SUBSEQUENT TO SWP. AT EACH FOLLOW-THROUGH CONTACT, COMPLETERS WERE SIGNIFICANTLY MORE LIKELY TO BE EMPLOYED THAN WERE TERMINATORS (69% OF COMPLETERS VERSUS 44 PERCENT OF TERMINATORS). AMONG ALL 486 TRAINEES LOCATED AND INTERVIEWED, THERE WAS A SIGNIFICANT DECREASE IN PERSONS RECEIVING PUBLIC ASSISTANCE, FROM 58 PERCENT TO 32 PERCENT, BETWEEN THE TIME OF ENTRY INTO SWP TRAINING AND THE FOLLOW-THROUGH CONTACT NINE MONTHS SUBSEQUENT TO TRAINING. THE STUDY ALSO DESCRIBES HOURLY WAGE EXPERIENCE OVER TIME, TYPES OF EMPLOYMENT, CHARACTERISTICS OF TRAINEES, AND TRAINEES PERCEPTION OF PROJECT VALUE. TWENTY-TWO DETAILED TABLES ARE INCLUDED, AND ADDITIONAL PROJECT DATA IS APPENDED. (AUTHOR/JR)
ERIC: ED109401 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($3.00)

2740 LONG-RANGE INFLATION IS STILL THE WORRY 1975
BUSINESS WEEK, NO.2382, MAY 26, 1975, P. 22-23.
ECONOMIC TRENDS, ECONOMICS, INFLATION, MANAGEMENT, PRICE, UNEMPLOYMENT
INFLATION SEEMS TO BE THE GREATEST WORRY AMONG MANY BUSINESS MEN, WHO FEAR HIGH UNEMPLOYMENT FIGURES MAY CAUSE THE GOVERNMENT TO START SPENDING MORE MONEY TO ALLEVIATE THE UNEMPLOYMENT BUT INCREASE THE INFLATION.
MGMT: BWE75E2622

2741 LONGITUDINAL EVALUATION STUDY OF FIVE MANPOWER TRAINING PROGRAMS INVESTIGATION OF THE STUDY SAMPLE DESIGN. 30 JUN 69
OPERATIONS RESEARCH, INC., SILVER SPRING, MD. OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C. OFFICE OF PLANNING, RESEARCH, AND EVALUATION.
NOTES: 149P.
COST EFFECTIVENESS, EMPLOYMENT, EVALUATION METHODS, FEDERAL PROGRAMS, INCOME, LONGITUDINAL STUDIES, MANPOWER DEVELOPMENT, PARTICIPANT CHARACTERISTICS, PROGRAM EVALUATION, RESEARCH DESIGN, RESEARCH METHODOLOGY
THIS REPORT DEVELOPS THE SAMPLE DESIGN FOR EVALUATING FIVE FEDERAL MANPOWER PROGRAMS IN TERMS OF THEIR EFFECTS UPON TRAINEES INCOMES. THE STUDY INVOLVES A LARGE 10-CITY SAMPLE OF TRAINEES IN JOB CORPS, NEIGHBORHOOD YOUTH CORPS, JOB OPPORTUNITIES IN THE BUSINESS SECTOR, AND MANPOWER AND DEVELOPMENT ACT INSTITUTIONAL TRAINING PROGRAMS (NEW CAREERS WAS ORIGINALLY INCLUDED, BUT LATER DELETED BECAUSE OF ITS LACK OF SIMILARITY TO THE OTHER PROGRAMS). AFTER INTERVIEWS AND TESTS AT THE BEGINNING OF TRAINING, THE ENROLLEE WILL BE FOLLOWED THROUGH TRAINING AND FOR 12 MONTHS AFTERWARD. A CONTROL GROUP WILL BE INTERVIEWED AT THE SAME INTERVALS. THIS REPORT DESCRIBES THE SAMPLE DESIGN AND ESTIMATES THE NECESSARY SAMPLE SIZE FOR GIVEN LEVELS OF TRAINING. (AUTHOR/3H)
ERIC: ED048462

2742 LONGITUDINAL IMPACT ASSESSMENT OF THE 1971-72 VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR PROGRAM. JUL 74
SPRENGEL, DONALD P.;TOMEY, E. ALLAN
SAINT LOUIS UNIV., MO. CENTER FOR URBAN PROBLEMS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-42-29-72-07
NOTES: 53P.; FOR RELATED DOCUMENT, SEE TM 006 448
ACADEMIC ACHIEVEMENT, ATTENDANCE, BLACK STUDENTS, CAREER EXPLORATION, CAUCASIAN STUDENTS, COMPENSATORY EDUCATION PROGRAMS, DISADVANTAGED YOUTH, DROPOUT PREVENTION, EMPLOYMENT COUNSELORS, GRADE 11, HIGH SCHOOL STUDENTS, INDUSTRY, JOB PLACEMENT, LONGITUDINAL STUDIES, MANPOWER DEVELOPMENT, ON THE JOB TRAINING, PROGRAM EVALUATION, SECONDARY EDUCATION, SPANISH SPEAKING, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, NEIGHBORHOOD YOUTH CORPS, VOCATIONAL EXPLORATION IN PRIVATE SECTOR PROGRAM
THE EXPERIMENTAL VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR (VEPS-I) PROGRAM, 1971-72 WAS INTENDED TO PROVIDE DROPOUT-PRONE NEIGHBORHOOD YOUTH CORPS (NYC) YOUTH WITH INTENSIVE COUNSELING, SUPPORTIVE SERVICES AND WORK EXPERIENCE IN THE PRIVATE SECTOR, TO ENCOURAGE COMPLETION OF HIGH SCHOOL, AND TO ASSIST IN OBTAINING FULL-TIME EMPLOYMENT UPON GRADUATION. THIS REPORT IS A LONGITUDINAL IMPACT STUDY OF ENROLLEES FROM THEIR SELECTION IN JUNE, 1971, TO A POINT AFTER HIGH SCHOOL GRADUATION IN JUNE, 1973. THE ANALYSIS INDICATES THAT VEPS ACHIEVED SIGNIFICANT SUCCESS IN ATTAINING ITS OBJECTIVES. OUTCOME DATA FOR THE VEPS-I COMPLETERS WAS COMPARED TO SIMILAR DATA FOR A CONTROL GROUP OF NYC YOUTH. T-SCORE TESTS ON CHANGE IN GRADE POINT AVERAGE AND SCHOOL ATTENDANCE OVER THE 1970-71 TO 1972-73 SCHOOL YEARS REVEAL STATISTICALLY SIGNIFICANT IMPROVEMENT. NO DIFFERENCE COULD BE OBSERVED IN COMPARING GRADUATION/DROPOUT RATES FOR THE TWO GROUPS, ALTHOUGH THE VEPS-I GROUP COULD HAVE BEEN EXPECTED TO HAVE A HIGHER SCHOOL DROPOUT RATE. VEPS-I YOUTH ACHIEVED A STATISTICALLY SIGNIFICANT HIGHER EMPLOYMENT RATE UPON GRADUATION COMPARED TO THE CONTROL GROUP. (AUTHOR)
ERIC: ED143689

2743 A LONGITUDINAL STUDY OF AUTOMATED AND NONAUTOMATED JOB PATTERNS IN THE SOUTHERN CALIFORNIA AEROSPACE INDUSTRY. APR 69
PRASOW, PAUL;MASSARIK, FRED
CALIFORNIA UNIV., LOS ANGELES. INST. OF INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 168P.; VOL I AND II
ANNOTATED BIBLIOGRAPHIES, AUTOMATION, ELECTRONIC DATA PROCESSING, FIELD INTERVIEWS, JOB SATISFACTION, LONGITUDINAL STUDIES, NUMERICAL CONTROL, SKILL OBSOLESCENCE, VOCATIONAL ADJUSTMENT, WORK ATTITUDES, NONAUTOMATED JOB PATTERNS
THERE IS A GREAT IMBALANCE BETWEEN THE EFFORT DEVOTED TO TECHNOLOGICAL CHANGE AND THE ATTENTION GIVEN TO THE SOCIAL AND ECONOMIC CONSEQUENCES OF THIS CHANGE. ALTHOUGH AUTOMATION HAS STRONG IMPLICATIONS FOR SOCIETY, THE REAL PROBLEM IS NOT THE CHANGES THEMSELVES; INSTEAD, IT IS OUR FAILURE TO UNDERSTAND AND ADJUST FOR THESE CHANGES. USING DATA GATHERED FROM PERSONAL INTERVIEWS WITH A RANDOM SAMPLE OF EMPLOYEES OF SIX MAJOR AEROSPACE FIRMS, THIS STUDY COMPARES AUTOMATED AND NONAUTOMATED FACTORY AND OFFICE JOBS IN ORDER TO DETERMINE THE EFFECTS OF AUTOMATION. BY MEASURING THE WORKERS ABILITY AND WILLINGNESS TO ADAPT TO A CHANGING ENVIRONMENT, WHILE CONSIDERING HIS BACKGROUND AND ATTITUDES, THE STUDY PROVIDES FINDINGS OF VALUE IN ESTABLISHING PUBLIC TRAINING AND RETRAINING PROGRAMS, AS WELL AS IN REVISING VOCATIONAL EDUCATION PROGRAMS TO MEET CHANGING NEEDS. THE REVIEW OF THE LITERATURE SINCE 1956 DEMONSTRATES THE NEED FOR FURTHER RESEARCH CONCERNING THE IMPACT OF AUTOMATION. THIS REVIEW, ALONG WITH AN ANNOTATED BIBLIOGRAPHY, COMPRISES VOLUME II, WHICH IS BOUND WITH VOLUME I UNDER ONE COVER. (BH)
ERIC: ED053259 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-184856, MF $.65, SEE CATALOG FOR HARD COPY PRICE)

2744 A LONGITUDINAL STUDY OF FIRST- AND SECOND-LEVEL SUPERVISION, JOB PERFORMANCE, AND THE WEEKLY EARNINGS OF THE HARD-CORE UNEMPLOYED. MAY 72
BEATTY, RICHARD W.
NOTES: 10P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE ROCKY MOUNTAIN PSYCHOLOGICAL ASSOC. (ALBUQUERQUE, NEW MEXICO, MAY 10-13, 1972)
DROPOUTS, EMPLOYMENT, JOB SATISFACTION, LONGITUDINAL STUDIES, MEASUREMENT TECHNIQUES, PERFORMANCE FACTORS, PREDICTIVE MEASUREMENT, RESEARCH METHODOLOGY, SALARY DIFFERENTIALS, SUPERVISION, UNEMPLOYED, WAGES
OVER A TWO-YEAR PERIOD THIS STUDY EXAMINED THE RELATIONSHIP OF TWO LEVELS OF SUPERVISION WITH BOTH THE JOB PERFORMANCE AND WEEKLY EARNINGS OF THE HARD-CORE UNEMPLOYED (HCU). FIRST- AND SECOND-LEVEL SUPERVISORS WERE MEASURED ON CONSIDERATION, INITIATING STRUCTURE, AND SOCIAL INSIGHT. AFTER SIX MONTHS ON THE JOB THE HCUS PERCEPTIONS OF THEIR FIRST-LEVEL SUPERVISORS CONSIDERATION AND INITIATING STRUCTURE BEHAVIORS WERE CONCURRENTLY RELATED TO HCU JOB PERFORMANCE. AFTER TWO YEARS ON THE JOB, THE WEEKLY EARNINGS OF THE HCU WERE STRONGLY PREDICTED BY THE SIX-MONTH PERCEPTIONS OF BOTH FIRST-AND SECOND-LEVEL SUPERVISORY BEHAVIOR ON THE CONSIDERATION AND INITIATING STRUCTURE DIMENSIONS. WITH BOTH JOB PERFORMANCE AND WEEKLY EARNINGS, CONSIDERATION WAS CORRELATED POSITIVELY AND STRUCTURE NEGATIVELY. THESE FINDINGS INDICATE THAT THE RELATIONSHIPS WITH SUPERVISORS, PARTICULARLY EARLY IN THE HCUS EXPERIENCE WITH AN ORGANIZATION, IS INDEED RELATED TO JOB SUCCESS. THE POSITIVE RELATIONSHIP WITH CONSIDERATION INDICATES THAT EMPLOYERS ATTEMPTS TO BE SUCCESSFUL WITH THE HCU SHOULD ENCOURAGE SUPERVISORY STYLES WHICH ARE SUPPORTIVE OF HCU JOB EFFORTS, WHILE THE NEGATIVE RELATIONSHIP WITH STRUCTURE SUGGESTS THAT SUPERVISORS SHOULD RESTRAIN FROM IMPOSING

(CONT.)
STRUCTURE ON A CULTURE WHICH MAY BE UNACCUSTOMED TO EXTERNAL, RIGID DEMANDS UPON BEHAVIOR. (AUTHOR)
ERIC: ED068575

2745 A LONGITUDINAL STUDY OF OUT-OF-SCHOOL NYC-2 PROGRAMS IN FOUR CITIES. REPORT OF PHASE II (RESEARCH SITES AND ENROLLEE CHARACTERISTICS). FEB 72
WALTHER, REGIS H.;AND OTHERS
GEORGE WASHINGTON UNIV., WASHINGTON, D.C. MANPOWER RESEARCH PROJECTS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 252P.; FOR RELATED DOCUMENT, SEE CE 000 516; NTIS LISTS AUTHOR ERRONEOUSLY AS WALTER
EDUCATIONALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, ENTRY WORKERS, FEDERAL PROGRAMS, LONGITUDINAL STUDIES, NEGRO YOUTH, OUT OF SCHOOL YOUTH, PARTICIPANT CHARACTERISTICS, RACIAL FACTORS, URBAN YOUTH, WORKING WOMEN, NEIGHBORHOOD YOUTH CORPS, NYC
AN EXPERIMENTAL STUDY GROUP WAS CONSTITUTED BY PLACING NEW NEIGHBORHOOD YOUTH CORPS (NYC)-2 ENROLLEES AS THEY ENROLLED UNTIL NS OF APPROXIMATELY 125 SUBJECTS IN EACH OF FOUR SITES (ATLANTA, BALTIMORE, CINCINNATI, AND ST. LOUIS) WERE ACHIEVED. THIS GROUP WAS PREDOMINANTLY BLACK, UNDER EIGHTEEN YEARS OF AGE, OF LESS THAN 10TH GRADE EDUCATION, AND WITHOUT ANY VOCATIONAL PREPARATION. HALF THE STUDY SUBJECTS WERE YOUNG WOMEN, ABOUT HALF OF WHOM WERE MOTHERS. SITE STUDY GROUPS ARE COMPARED IN TERMS OF RACE AND SEX, AND THE ASSOCIATION OF SUCH CHARACTERISTICS AS SCHOOLING AND THE PROVISION OF DAY CARE WITH RACE AND SEX IS A FACTOR IN DIFFERENTIAL SITE RESULTS WITH RESPECT TO OTHER ENROLLEE CHARACTERISTICS AND TO PROGRAM OPERATIONS. (AUTHOR)
ERIC: ED069058 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB 224 788, MF $1.45, HC $6.25)

2746 A LONGITUDINAL STUDY OF SELECTED OUT OF SCHOOL NYC-2 PROGRAMS IN FOUR CITIES JUN 75
WALTHER, REGIS H.;MAGNUSSON, MARGARET L.
GEORGE WASHINGTON UNIV., WASHINGTON, D.C. MANPOWER RESEARCH PROJECTS. MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-41-0-003-09
NOTES: FINAL REPT. 362P
YOUTHS, DISADVANTAGED GROUPS, NEIGHBORHOOD YOUTH CORPS, NTISLABPEU
RESEARCH STUDIED THE EFFECTIVENESS OF REDESIGNED NYC-2 NEIGHBORHOOD YOUTH CORPS IN ATLANTA, BALTIMORE, CINCINNATI AND ST. LOUIS THROUGH LONGITUDINAL STUDY OF 502 NYC-2 ENROLLEES; THROUGH COMPARISONS WITH PREDECESSOR NYC-1 IN TWO SITES, AND THROUGH EXPERIMENTAL/CONTROL GROUP COMPARISONS IN ONE SITE. STUDY RESULTS EVIDENCED THE SERIOUSNESS OF EMPLOYABILITY PROBLEMS AMONG YOUNG, DISADVANTAGED SCHOOL DROPOUTS IN THE SITE CITIES. PROGRAM COMPONENTS ASSOCIATED WITH GOOD EMPLOYMENT OUTCOMES INCLUDED JOB PLACEMENT, WORKSITE JOB DEVELOPMENT AND PLACEMENT, AND COMPLETIONS OF SKILL TRAINING. OVERALL, HOWEVER, RESULTS DID NOT INDICATE THAT NYC-2 PROGRAMS WERE MORE EFFECTIVE THAN NYC-1 PROGRAMS IN ACHIEVING EMPLOYABILITY FOR ENROLLEES.
NTIS: PB-256 832/7ST NTIS PRICES PC$10.50/MF$3.00

2747 A LONGITUDINAL STUDY OF SELECTED OUT-OF SCHOOL NYC-2 PROGRAMS IN FOUR CITIES (AN EVALUATION OF THE 1972 WASHINGTON SUMMER INTERN PROGRAM OF THE DEPARTMENT OF LABOR). FEB 73
WALTHER, REGIS H.;AND OTHERS
GEORGE WASHINGTON UNIV., WASHINGTON, D.C. MANPOWER RESEARCH PROJECTS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 205P.
AMERICAN INDIANS, CAREER PLANNING, GOVERNMENT ROLE, GRADE 11, INTERNSHIP PROGRAMS, LONGITUDINAL STUDIES, NEGRO YOUTH, OUT OF SCHOOL YOUTH, SPANISH SPEAKING, SUMMER PROGRAMS, URBAN YOUTH, NEIGHBORHOOD YOUTH CORPS
THE 1972 WASHINGTON SUMMER INTERN PROGRAM WAS A SPECIAL WORK EXPERIENCE, UNDERWRITTEN BY THE DEPARTMENT OF LABOR, FOR APPROXIMATELY 100 YOUNG PEOPLE--HIGH SCHOOL JUNIORS, FOR THE MOST PART--WHO CAME TO WASHINGTON FROM MANY PLACES IN THE UNITED STATES. THE PROGRAM WAS OPERATED BY THREE SPONSORS FOR THREE ETHNIC GROUPS SPANISH-SPEAKING, BLACK, AND NATIVE AMERICANS. ALTHOUGH THE SPECIFIC OBJECTIVES OF THE OPERATING SPONSORS VARIED TO SOME EXTENT, EACH HAD GOALS RELATED TO HELPING INTERNS IN THEIR CAREER PLANNING AND PREPARATIONS AND IN THEIR KNOWLEDGE OF GOVERNMENT OPERATIONS AND SERVICE. RESULTS INDICATED THAT ALTHOUGH THERE WERE MANY DIFFERENCES BETWEEN THE PROGRAMS OPERATED BY THE THREE SPONSORES, INTERNS WERE NEARLY UNANIMOUS IN VERY HIGH APPRECIATIONS OF THE OVERALL USEFULNESS OF THEIR EXPERIENCE. OTHER STUDY RESULTS INDICATED THAT THE EXPERIENCE HAD BEEN EFFECTIVE IN CAREER-RELATED AND KNOWLEDGE-OF-GOVERNMENT PROGRAM GOAL AREAS. (AUTHOR)
ERIC: ED084374 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-222 323, MF $1.45, HC $5.50)

2748 A LONGITUDINAL STUDY OF SELECTED OUT-OF-SCHOOL NYC-2 PROGRAMS IN FOUR CITIES. PHASE I (SITE SELECTION AND DATA FORMS). NOV 70
WALTHER, REGIS H.
GEORGE WASHINGTON UNIV., WASHINGTON, D.C. MANPOWER RESEARCH PROJECTS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. 111
NOTES: MICROFICHE FILE BY PB 210 176
EMPLOYMENT, MANPOWER UTILIZATION, NEGROES, PLANNING, URBAN AREAS, ATTITUDES, ORIENTATION, UNEMPLOYMENT, NEIGHBORHOOD YOUTH CORPS, NYC

(CONT.)

2748 THE REPORT DESCRIBES THE INITIAL PHASE OF A 4-PHASE LONGITUDINAL STUDY OF OUT-OF-SCHOOL NYC-2 PROGRAMS IN FOUR LARGE CITIES ATLANTA, BALTIMORE, CINCINNATI, AND ST. LOUIS. PHASE 1 INVOLVED THE SELECTION OF RESEARCH SITES, THE DEVELOPMENT OF INFORMATION FORMS, THE ORGANIZATION OF INFORMATION COLLECTION, AND THE INITIATION OF INFORMATION-SHARING PROCEDURES DESIGNED TO ENHANCE THE VALUE OF THIS RESEARCH TO THE SITE PROGRAMS IN THE COURSE OF THE STUDY. A RELATED DOCUMENT IS AVAILABLE AS VT 100 200. (AUTHOR/MU)
AIM/ARM: VT100199 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 210 176, MF $.95, HC $3.00)

2749 A LONGITUDINAL STUDY OF THE LEVEL OF OCCUPATIONAL ASPIRATIONS OF YOUTH OVER THE HIGH SCHOOL YEARS. OCT 73
BROWN, RICHARD M.;KAPES, JEROME T.
PENNSYLVANIA STATE UNIV., UNIVERSITY PARK. DEPT. OF VOCATIONAL EDUCATION. PENNSYLVANIA RESEARCH COORDINATING UNIT FOR VOCATIONAL EDUCATION, HARRISBURG.
NOTES: 57P.; VOCATIONAL DEVELOPMENT STUDY SERIES
CAREER PLANNING, LONGITUDINAL STUDIES, OCCUPATIONAL ASPIRATION, OCCUPATIONAL CHOICE, OCCUPATIONAL GUIDANCE, SECONDARY SCHOOL STUDENTS, VOCATIONAL COUNSELING
THIS DOCUMENT REPORTS ONE OF THE STUDIES CONDUCTED AS PART OF THE LONGITUDINAL VOCATIONAL DEVELOPMENT STUDY (VDS) PROJECT STARTED IN ALTOONA, PENNSYLVANIA, IN 1968. THE MAIN GOALS OF THE PROJECT ARE TO CONDUCT STUDIES INVOLVING THE EVALUATION OF VOCATIONAL PROGRAMS, THE VALIDATION GUIDANCE INSTRUMENTS, AND THE INVESTIGATION OF VOCATIONAL DEVELOPMENT THEORIES AS THEY APPLY TO TODAYS YOUTH. THIS PARTICULAR STUDY IS CONCERNED WITH THE STABILITY OF OCCUPATIONAL ASPIRATIONS DURING THE HIGH SCHOOL YEARS. OCCUPATIONAL ASPIRATIONS WERE DIVIDED INTO IDEALISTIC AND REALISTIC, SO THAT CHANGES IN LEVEL OF ASPIRATION OVER TIME AS WELL AS DIFFERENCE IN LEVEL COULD BE COMPARED. FINDINGS SHOWED NO CHANGE IN LEVEL OF IDEALISTIC OCCUPATIONAL ASPIRATION OVER TIME, A SIGNIFICANT DOWNWARD CHANGE IN THE MEAN LEVEL OF REALISTIC OCCUPATIONAL ASPIRATION, A SIGNIFICANT AND INCREASINGLY LARGE DIFFERENCE BETWEEN THE IDEALISTIC AND REALISTIC LEVELS, AND A STEADY DIVERGENCE BETWEEN IDEALISTIC AND REALISTIC LEVELS. THE IMPLICATIONS OF THESE FINDINGS FOR HIGH SCHOOL CURRICULUM PLANNING, OCCUPATIONAL GUIDANCE, TRAINING, AND COUNSELING ARE DISCUSSED. (SA)
ERIC: ED084433

2750 A LONGITUDINAL STUDY OF UNEMPLOYMENT INSURANCE EXHAUSTEES FINAL REPORT ON WAVES 1 AND 2. JAN 76
NICHOLSON, WALTER;CORSON, WALTER
MATHEMATICA, PRINCETON, N.J. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 229P.
FAMILY (SOCIOLOGICAL UNIT), FAMILY INCOME, FAMILY RESOURCES, FEDERAL PROGRAMS, FIELD INTERVIEWS, GOVERNMENT ROLE, INSURANCE PROGRAMS, LONGITUDINAL STUDIES, PARTICIPANT CHARACTERISTICS, RESEARCH METHODOLOGY, SURVEYS, TABLES (DATA), UNEMPLOYED, UNEMPLOYMENT, UNEMPLOYMENT INSURANCE, WAGES, UNEMPLOYMENT INSURANCE EXHAUSTEES
THE STUDY REPORTS THE RESULTS OF A TWO-WAVE LONGITUDINAL INTERVIEW OF OVER 2,000 INDIVIDUALS WHO EXHAUSTED THEIR UNEMPLOYMENT INSURANCE (UI) BENEFITS IN OCTOBER 1974. THE INTERVIEWS WERE CONDUCTED AT THE TIME OF EXHAUSTION AND FOUR MONTHS LATER IN ATLANTA, BALTIMORE, CHICAGO, AND SEATTLE. UI EXHAUSTEES ARE A RELATIVELY REPRESENTATIVE CROSS-SECTION OF UNEMPLOYED INDIVIDUALS, ALTHOUGH OLDER INDIVIDUALS AND WHITE WOMEN ARE DISPROPORTIONATELY REPRESENTED. THE STUDY DETERMINED THAT (1) EXTENDING BENEFITS KEEPS MANY INDIVIDUALS ABOVE THE POVERTY LINE, BUT EXTENDED BENEFITS ALSO PROVIDE INCOME TO SOME FAMILIES WHO ALREADY HAVE RELATIVELY HIGH INCOMES; (2) CONSIDERATION OF INCOME AND PAYROLL TAXES DOES AFFECT THE REPLACEMENT RATIO (THE RATIO OF UI BENEFITS TO EARNINGS ON THE PRE-UI JOB); (3) SUBSTANTIAL NUMBERS OF EXHAUSTEES BECAME REEMPLOYED WITHIN FOUR MONTHS AFTER EXHAUSTIONOF BENEFITS; (4) EXHAUSTION OF UI BENEFITS LED TO A SUBSTANTIAL LOSS IN INCOME FOR MANY FAMILIES WHICH COULD ONLY BE COMPENSATED FOR BY REDUCING EXPENDITURES ON FOOD, CLOTHING, RECREATION, AND ENTERTAINMENT; AND (5) FEW EXHAUSTEES RECEIVED BENEFITS FROM OTHER TYPES OF TRANSFER PROGRAMS WITH THE EXCEPTION OF THE FOOD STAMP PROGRAM. THREE APPENDIXES CONSIDER THE STATISTICAL METHODOLOGY, SAMPLE SELECTION AND FIELD PROCEDURES, AND RESEARCH RELATED TO UNEMPLOYMENT INSURANCE DURATION POLICY ISSUES AND THE EXHAUSTION OF BENEFITS. (JR)
ERIC: ED120425 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (NO PRICE GIVEN)

2751 A LONGITUDINAL STUDY OF WIN DROPOUTS PROGRAM AND POLICY IMPLICATIONS. FINAL REPORT. APR 72
FRANKLIN, DAVID S.
UNIVERSITY OF SOUTHERN CALIFORNIA, LOS ANGELES. REGIONAL RESEARCH INST. IN SOCIAL WELFARE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 210P.
DROPOUT CHARACTERISTICS, DROPOUTS, FAMILY CHARACTERISTICS, JOB TRAINING, LONGITUDINAL STUDIES, MANPOWER DEVELOPMENT, PARTICIPANT CHARACTERISTICS, PROGRAM EVALUATION, WELFARE, WIN, WORK INCENTIVE PROGRAM
CALIFORNIA ESTABLISHED ITS WORK INCENTIVE (WIN) PROGRAM TO HELP ENROLLEES EARN AN INCOME SUFFICIENT TO FREE THEM AND THEIR FAMILIES FROM DEPENDENCY ON WELFARE. IN EVALUATING THE EFFECTIVENESS OF THE PROGRAM, THIS STUDY SOUGHT TO DETERMINE WHY ENROLLEES TERMINATE PREMATURELY FROM THEIR PROGRAM AND DISCONTINUE THEIR EMPLOYABILITY PLANS. THE STUDY ALSO ANALYZES PERSONAL ATTRIBUTES AND HISTORY OF THE ENROLLEE AS THEY BEAR UPON HIS

(CONT.)
2751 DECISION-MAKING PROCESS. BASED ON THREE INTERVIEWS WITH EACH OF THE 360 ACTIVE WIN PARTICIPANTS. FINDINGS OF THE STUDY INCLUDE (1) INITIALLY 61 PERCENT OF THE ENROLLEES STATED THEY HAD A JOB GOAL, (2) PROPORTIONATELY, THE MALES AND THE MARRIEDS WERE ABSENT FROM THE PROGRAM TWICE AS OFTEN AS THE FEMALES AND THE NOT MARRIEDS, (3) A DIRECT LINEAR RELATIONSHIP EXISTS BETWEEN THE ENROLLEES CLEAR UNDERSTANDING OF HIS OBJECTIVE AND JOB GOAL AND HIS RETENTION IN THE PROGRAM, AND (4) AT THE TIME OF THE THIRD INTERVIEW, QUESTIONS ABOUT THE CLARITY OF JOB GOAL, SATISFACTION WITH IT, AND HOW IT COMPARED WITH PRIOR JOBS FAILED TO DISTINGUISH DROPOUTS FROM THOSE WHO REMAINED. ALSO INCLUDED IN THIS REPORT ARE RECOMMENDATIONS AND RELATED DISCUSSIONS. (JS)
ERIC: ED067473 REGIONAL RESEARCH INSTITUTE IN SOCIAL WELFARE, SCHOOL OF SOCIAL WORK, UNIVERSITY OF SOUTHERN CALIFORNIA, UNIVERSITY PARK, LOS ANGELES, CALIFORNIA 90007

2752 LOOK BEFORE YOU LEAP. A GUIDE ON CONTINUING YOUR EDUCATION. 77
SINGLETON, THELMA M.
NOTES: 300P.
ADMISSION CRITERIA, BLACK COLLEGES, BLACK STUDENTS, COLLEGE ADMISSION, COLLEGE BOUND STUDENTS, COLLEGE CHOICE, COLLEGE ENVIRONMENT, COLLEGE PREPARATION, DECISION MAKING, DIRECTORIES, ECONOMICALLY DISADVANTAGED, HIGHER EDUCATION, MILITARY SCHOOLS, POST HIGH SCHOOL GUIDANCE, STANDARDIZED TESTS, STATE UNIVERSITIES, STUDENT FINANCIAL AID, URBAN UNIVERSITIES, CITY UNIVERSITY OF NEW YORK, STATE UNIVERSITY OF NEW YORK
A COMPREHENSIVE GUIDE WAS FORMULATED FOR DIRECTING ECONOMICALLY DISADVANTAGED STUDENTS THROUGH THE HIGHER EDUCATION PROCESS. IT IS MEANT TO HELP ALLEVIATE THREE MAJOR PROBLEMS (1) SEVERE LACK OF GUIDANCE AND CAREER COUNSELING IN SECONDARY AND POSTSECONDARY SCHOOLS; (2) FINANCIAL AID THAT IS LEFT UNUSED BECAUSE OF LACK OF STUDENT AWARENESS; AND (3) STUDENT FAILURE OR DIFFICULTIES IN HIGHER EDUCATION DUE NOT TO ACADEMIC INABILITY BUT RATHER TO UNFAMILIARITY WITH THE SYSTEM. MAJOR TOPICS ARE COLLEGE PREPARATION IN HIGH SCHOOL; THE VARIETY OF COLLEGES AND UNIVERSITIES AVAILABLE (INCLUDING MILITARY ACADEMIES); BLACK COLLEGES; CITY AND STATE UNIVERSITIES OF NEW YORK; TEST TAKING; ADMISSIONS TESTS; COLLEGE LIFE; AND GRADUATE STUDY; SAMPLE LETTERS, A GLOSSARY OF TERMS AND A LIST OF FINANCIAL AID SOURCES ARE INCLUDED. (MSE)
ERIC: ED144496 CENTRAL BROOKLYN MODEL CITIES SCHOLARSHIP FUND PROJECT, 551 WAVERLY AVE., BROOKLYN, NEW YORK 11238

2753 LOOK WHOS WEARING LIPSTICK DEC 72
MARSHALL, PATRICIA
MANPOWER:4:12:2-9
CHANGING ATTITUDES, EMPLOYMENT OPPORTUNITIES, JOB SKILLS, OCCUPATIONAL CHOICE, SEX DISCRIMINATION, STEREOTYPES, WORK EXPERIENCE, WORKING WOMEN
REPORTS WORK EXPERIENCES OF WOMEN IN NONTRADITIONAL JOBS AND WHAT THESE EXPERIENCES MAY MEAN FOR OTHER WOMEN. (MF)
ERIC: EJ073688

2754 LOOKING BEYOND THE DISABILITIES MAY 77
BOWE, FRANK
WORKLIFE:2:5:13-15
VOCATIONAL REHABILITATION, MANPOWER UTILIZATION, PHYSICALLY HANDICAPPED, EMPLOYMENT PROBLEMS, VOCATIONAL EDUCATION, MANPOWER DEVELOPMENT
DISCUSSES THE CHALLENGE OF EMPLOYERS TO PROVIDE REASONABLE ACCOMODATION AND OF EDUCATORS TO INCREASE VOCATIONAL EDUCATION OPPORTUNITIES FOR EMPLOYMENT AMONG DISABLED PERSONS. (LAS)
ERIC: EJ161768

2755 LOOKING ON THE SUNNY SIDE 1977
EDGREICH, S.M.
EUROMONEY, JUNE 1977, P. 183.
ECONOMIC FORECAST, ECONOMICS, EMPLOYMENT, FACILITY LOCATION, INVESTMENT, POPULATION, REGIONAL DEVELOPMENT, UNITED STATES
THE SUNBELT STATES SHOULD CONTINUE TO EXPERIENCE DISPROPORTIONATE GROWTH IN POPULATION, EMPLOYMENT, AND INVESTMENT. SOUTHERN BUSINESS SITES ARE INEXPENSIVE AND ACCESSIBLE AND LABOR IS CHEAP AND PLENTIFUL.
MGMT: EUR77F0183-1

2756 LOOM FIXER (TEXTILE) 4-16.010--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 59
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE REPAIRMEN, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, LOOM FIXER, TEXTILES
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB

(CONT.)
2756 PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062417

2757 LORDSTOWN: THREE YEARS LATER 1975
O'TOOLE, J.
BUSINESS AND SOCIETY REVIEW, NO.13, SPRING 1975, P. 64-71.
AUTOMOBILE INDUSTRY, BEHAVIORAL SCIENCE, BLUE COLLAR WORKER, COMPETITION, CORPORATE SOCIAL RESPONSIBILITY, INDUSTRIAL ENGINEERING, INDUSTRIAL RELATIONS, JOB SATISFACTION, MANAGEMENT, MOTIVATION, PARTICIPATIVE MANAGEMENT, PRODUCTIVITY, QUALITY CONTROL, QUALITY OF LIFE, RECESSION, STRIKE, TECHNOLOGY, UNIONS, WHITE COLLAR WORKER
EXAMINES THE IMPACT OF THE LORDSTOWN STRIKE OF 1972 AND ITS IMPACT IN TERMS OF MISPLACED CLAIMS OF WORKER LACK OF PRODUCTIVITY, WHICH IS USED AS A BLIND FOR MISMANAGEMENT IN THE AUTO INDUSTRY.
MGMT: BUS75N0064

2758 A LOUD DISSENT FROM BLUE COLLARS 1975
BUSINESS WEEK, NO.2367, FEB 10, 1975, P. 26-27.
AUTOMOBILE INDUSTRY, ECONOMICS, TRADE UNION, UNEMPLOYMENT
UAW AND OTHER ORGANIZED LABOR GROUPS ARE GOING TO WASHINGTON, TO VOICE DISCONTENT. AFL-CIO OFFERS CONGRESSIONAL DEMOCRATS A PROGRAM.
MGMT: BWE7581026-3

2759 LOUISIANA ANNUAL RURAL MANPOWER REPORT, MA 5-79, 1976. 76
LOUISIANA STATE DEPT. OF EMPLOYMENT SECURITY, BATON ROUGE
NOTES: 103P.; FOR RELATED DOCUMENT, SEE ED 127 104 ; PARTS OF PART II MAY BE MARGINALLY LEGIBLE DUE TO SMALL PRINT OF ORIGINAL DOCUMENT
AGRIBUSINESS, AGRICULTURAL LABORERS, AGRICULTURAL TRENDS, ANNUAL REPORTS, COMMUNITY DEVELOPMENT, ECONOMIC DEVELOPMENT, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, FARM LABOR, FIELD CROPS, FISHERIES, INDUSTRIALIZATION, MANPOWER UTILIZATION, MIGRANT WORKERS, OUTREACH PROGRAMS, PUBLIC RELATIONS, RURAL ECONOMICS, RURAL POPULATION, SEASONAL LABORERS, UNEMPLOYMENT, LOUISIANA
STRESSING THE PROVISION OF SERVICES TO MIGRANTS AND SEASONAL FARMWORKERS IN KEEPING WITH THE U.S. DISTRICT COURT ORDER REQUIRING AND QUANTITATIVELY PROPORTIONATE SERVICE TO THIS LABOR SEGMENT, THE RURAL MANPOWER SERVICE PROVIDED A COMPREHENSIVE PROGRAM OF SERVICE TO ALL RURAL ELEMENTS IN LOUISIANA. WORKING IN CLOSE CONJUNCTION WITH THE SERVICE WAS THE MONITOR ADVOCATE WHOSE DUTIES INCLUDED INSURING COMPLIANCE WITH THE COURT ORDER; PARTICIPATING IN ON-SITE REVIEWS, EVALUATIONS, AND VALIDATIONS; AND OFFERING SUGGESTIONS THAT WOULD INSURE EQUITY OF SERVICE TO ALL USERS OF THE EMPLOYMENT SERVICE FACILITIES. IN 1976, A CONSIDERABLE NUMBER OF RURAL RESIDENTS COMMUTED TO ADJACENT URBAN AND RURAL AREAS SEEKING AND MAINTAINING EMPLOYMENT. THE RURAL ECONOMY STOPPED ITS DOWNWARD SPIRAL AS OVERALL EMPLOYMENT INCREASED AND UNEMPLOYMENT DECREASED. THERE WERE NO IMPORTANT CHANGES IN AGRICULTURAL MECHANIZATION OR PRODUCTION TECHNIQUES THAT HAD AN APPRECIABLE EFFECT ON EMPLOYMENT. AREA OFFICES OPERATED 55 OUT-REACH OPERATIONS IN AREAS REMOVED FROM THE EFFECTIVE RANGE OF OFFICES. SUMMARIZING THE 1976 ACCOMPLISHMENTS, THIS REPORT PRESENTS DATA ON ECONOMIC DEVELOPMENTS, EMPLOYMENT AND UNEMPLOYMENT TRENDS, FAMILY AND REGULAR HIRED WORKERS, SEASONAL AGRICULTURAL EMPLOYMENT, COMMUNITY DEVELOPMENT, PUBLIC RELATIONS, DAY-HAUL ACTIVITIES, COMPOSITION OF INTERSTATE FARM MIGRANTS, COMMERCIAL FISHERIES, AND THE PRODUCTION FROM THE COTTON, SUGAR CANE, STRAWBERRY, TUNG NUT, AND RICE AGRICULTURAL AREAS. (NQ)
ERIC: ED138388

2760 LOW INCOME LABOR MARKETS AND URBAN MANPOWER PROGRAMS A CRITICAL ASSESSMENT. MAR 69
DOERINGER, PETER B.; AND OTHERS
HARVARD UNIV., CAMBRIDGE, MASS.
NOTES: 127P.
AGE DIFFERENCES, DISADVANTAGED GROUPS, EDUCATIONAL BACKGROUND, EMPLOYMENT PATTERNS, EMPLOYMENT PROGRAMS, FEMALES, INDUSTRIAL TRAINING, JOB PLACEMENT, LABOR MARKET, LABOR TURNOVER, MALES, MODELS, OCCUPATIONS, PROGRAM EVALUATION, RACE, SUBPROFESSIONALS, TRAINEES, URBAN AREAS, WAGES, BOSTON (MASSACHUSETTS)
IN THE 18-MONTH STUDY OF THE CONCENTRATED EMPLOYMENT PROGRAM IN BOSTON, PRELIMINARY ANALYSIS INDICATED THAT PROGRAM ANALYSIS WAS NOT POSSIBLE WITHOUT FIRST EXAMINING THE OPERATION OF THE LOW-WAGE LABOR MARKET. ACCORDINGLY, AN EXPLORATION WAS MADE OF THE DYNAMIC RELATIONSHIP BETWEEN MANPOWER PROGRAMS AND THE ECONOMIC AND SOCIAL ENVIRONMENT IN WHICH THEY OPERATE. ALTERNATIVE LABOR MARKET MODELS WERE COMPARED. THE QUEUE THEORY, WHICH ASSUMES A GIANT SHAPEUP IN WHICH EMPLOYERS RANK EMPLOYEES BY THEIR POTENTIAL NET PRODUCTIVITY OR DESIRABILITY, WAS FOUND TO BE INADEQUATE. OTHER THEORIES STRESSED A DUAL LABOR MARKET, IN WHICH GHETTO WORKERS ARE LARGELY CONFINED TO SECONDARY JOBS; DECISION MAKING (WEIGHING WAGES VERSUS RISK AND JOB STABILITY); OR THE TWO QUEUE MODEL (HIRING FOLLOWED BY THE MORE PRECISE JOB PLACEMENT STAGE). ONE MAJOR FINDING WAS THAT HIGH TURNOVER IN GHETTOS IS DETERMINED MAINLY BY THE QUALITY OF EMPLOYMENT AVAILABLE TO THE DISADVANTAGED LABOR FORCE. TWO POLICY ALTERNATIVES--IMPROVING THE QUALITY OF LESS PREFERRED EMPLOYMENT, AND OPENING PREFERRED EMPLOYMENT TO THE DISADVANTAGED--WERE SUGGESTED. THE LATTER SEEMS PREFERABLE BECAUSE LITTLE IS KNOWN ABOUT UPGRADING LESS PREFERRED JOBS, AND BECAUSE THE TRAINING ARRANGEMENTS, SUPERVISORY SERVICES, AND ECONOMIC CONDITIONS ASSOCIATED WITH PREFERRED EMPLOYMENT WOULD PROBABLY ENTAIL LESS

(CONT.)
2760 COST. (LY)
ERIC: ED045946 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-192 484, MF $.95, HC $3.00)

2761 LOW INCOME YOUTH, UNEMPLOYMENT, VOCATIONAL TRAINING AND THE JOB CORPS. JUN 66
PURCELL, FRANCIS P.
NEW YORK UNIV., N.Y. CENTER FOR THE STUDY OF UNEMPLOYED YOUTH. OFFICE OF JUVENILE DELINQUENCY AND YOUTH DEVELOPMENT (DHEW), WASHINGTON, D.C.
NOTES: 23P.
DISADVANTAGED YOUTH, FEDERAL PROGRAMS, JOB TRAINING, VOCATIONAL COUNSELING, VOCATIONAL TRAINING CENTERS, JOB CORPS
THE PAST HISTORY OF VARIED OPERATIONS OF THE JOB CORPS CENTERS INDICATES THAT THE HIGH INCIDENCE OF FAILURE TO ACCULTURIZE TRAINEES TO SOCIALLY ACCEPTABLE BEHAVIOR HAS BEEN DUE TO THE CENTERS LIMITED, VOCATIONAL ORIENTATION. THE CENTERS SHOULD IDENTIFY THE DIFFERENT TYPES OF DEVIANT BEHAVIOR AND TREAT THEM INDIVIDUALLY. ALSO, THEY SHOULD HELP THE DISADVANTAGED YOUTH ACQUIRE NEW VALUES AND ASPIRATIONS REPRESENTED BY THE PROGRAM. (KG)
ERIC: ED033180

2762 LOW WAGES AND THE WORKING POOR POLICY PAPERS IN HUMAN RESOURCES AND INDUSTRIAL RELATIONS 22. JUL 73
BLUESTONE, BARRY;AND OTHERS
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 228P.
ECONOMICALLY DISADVANTAGED, EDUCATIONAL DISADVANTAGEMENT, EMPLOYEES, GEOGRAPHIC LOCATION, HEALTH, INDUSTRIAL PERSONNEL, LABOR ECONOMICS, LOW INCOME GROUPS, MIGRATION, POLICY FORMATION, POVERTY PROGRAMS, POVERTY RESEARCH, SALARY DIFFERENTIALS, SPECIAL HEALTH PROBLEMS, STATISTICAL ANALYSIS, UNSKILLED WORKERS, WAGES, WORKING POOR
THE PURPOSE OF THE STUDY IS TO BEGIN A DETAILED INVESTIGATION OF THE LOW-PAID WORK FORCE AND TO FOCUS ATTENTION ON THE DETERMINANTS OF LOW-WAGE EMPLOYMENT, BY DISSECTING THE VARIOUS FORCES THAT CONTRIBUTE TO THE DETERMINATION OF WAGE LEVELS FOR FULL-TIME FULL-YEAR WORKERS. THE QUESTION IS WHETHER LOW-WAGE POVERTY CAN BE ELIMINATED BY UPGRADING THE HEALTH, SKILL, AND EDUCATION OF THE POOR, OR WHETHER MORE FUNDAMENTAL CHANGES IN THE SOCIAL AND ECONOMIC ENVIRONMENT ARE NECESSARY. THE STUDY IS DIVIDED INTO TEN CHAPTERS IN THREE BROAD CATEGORIES. PART ONE EXAMINES POVERTY STRATEGIES AND WAGE THEORY. PART TWO, THE LONGEST SECTION OF THE STUDY, EXPLORES THE DIMENSIONS OF THE PROBLEM AND PUTS FORTH FINDINGS ON ITS CORRELATES EDUCATION LEVEL AS IT RELATES TO WAGE RATE ACROSS OCCUPATIONAL GROUPS AND ITS EFFECT ON EARNINGS BETWEEN OCCUPATIONAL CATEGORIES AND BETWEEN INDUSTRIES: GEOGRAPHICAL LOCATION: AND MIGRATION AND HEALTH. PART THREE SUMMARIZES THE FINDINGS PRESENTED IN PART TWO, AND DISCUSSES IMPLICATIONS FOR NEW POLICY DIRECTIONS. APPENDED ARE SUPPLEMENTARY DATA TABLES, DEFINITIONS, AND DATA SOURCES. (AUTHOR/AJ)
ERIC: ED095360 INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS, 401 FOURTH STREET, ANN ARBOR, MICHIGAN 48103 ($4.95 PAPER, $9.95 CLOTH)

2763 LOW-COST CAREER INFORMATION SEP 77
ONEIL, JAMES M.;PRICE, GARY E.
VOCATIONAL GUIDANCE QUARTERLY;26:1;76-78
INFORMATION RETRIEVAL, OCCUPATIONAL INFORMATION, COUNSELING SERVICES, PROGRAM COSTS, VOCATIONAL COUNSELING, HIGHER EDUCATION, PROGRAM DESCRIPTIONS
USING COMPUTERIZED MAILING LABELS IS AN INNOVATIVE METHOD FOR COUNSELORS TO OBTAIN CAREER INFORMATION AT LOW COST. (AUTHOR)
ERIC: EJ165614 REPRINT AVAILABLE (SEE P. VII) UMI

2764 LOW-INCOME LABOR MARKETS AND URBAN MANPOWER PROGRAMS A CRITICAL ASSESSMENT. 72
DOERINGER, PETER B.;AND OTHERS
HARVARD UNIV., CAMBRIDGE, MASS.: MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 49P.; RESEARCH AND DEVELOPMENT FINDINGS NO. 12
COST EFFECTIVENESS, DISADVANTAGED GROUPS, ECONOMICALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, JOB TRAINING, LABOR MARKET, LOW INCOME GROUPS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PROGRAM EVALUATION, PROGRAM IMPROVEMENT, URBAN POPULATION, CEP, CONCENTRATED EMPLOYMENT PROGRAM
RECOGNIZING THE INADEQUACIES OF THE THEORETICAL FRAMEWORK UPON WHICH THE CONCENTRATED EMPLOYMENT PROGRAM (CEP) WAS CONSTRUCTED, AN EFFORT WAS MADE TO DEVELOP A MORE USEFUL SET OF ASSUMPTIONS BY WHICH THE PROGRAM COULD BE APPRAISED MORE CRITICALLY. SUMMARIZED IN THIS DOCUMENT ARE THE OUTCOMES OF ATTEMPTS TO CONSTRUCT AN ANALYTIC FRAMEWORK WITHIN WHICH BOTH THE GHETTO LABOR MARKET AND THE APPROPRIATENESS OF CEP CAN BE ASSESSED. PART ONE CONTAINS A CRITIQUE OF THE EXISTING ASSUMPTIONS UNDERLYING THE CEP AND SUGGESTS SOME ALTERNATIVE MODELS OF THE BEHAVIOR OF GHETTO LABOR MARKETS. PART TWO DESCRIBES THE BOSTON CEP AS IT WAS DEVELOPED FROM APRIL 1967 TO MARCH 1968 AND APPRAISES IT WITHIN THE FRAMEWORK ESTABLISHED FOR THE BASIC CEP MODEL. CONCLUSIONS AND POLICY RECOMMENDATIONS BASED ON ANALYZED RESULTS INCLUDE (1) CURRENT PROGRAMS HAVE PAID TOO LITTLE ATTENTION TO THE EFFECT WHICH LOW-WAGE, LOW-QUALITY EMPLOYMENT HAS UPON THE LABOR MARKET BEHAVIOR OF THE DISADVANTAGED, AND (2) FEDERAL MANPOWER POLICIES NEED TO BE REORIENTED TOWARD THE DEMAND SIDE OF THE LABOR MARKET. (AUTHOR/SN)
ERIC: ED075676

2765 LOWER-CLASS DELINQUENCY AND WORK PROGRAMS. TRAINING SERIES. FEB 66
MARTIN, JOHN M.
NEW YORK UNIV., N.Y. CENTER FOR THE STUDY OF UNEMPLOYED YOUTH OFFICE OF JUVENILE DELINQUENCY AND YOUTH DEVELOPMENT (DHEW), WASHINGTON, D.C.
NOTES: 27P.
REHABILITATION PROGRAMS, DELINQUENT REHABILITATION, LOWER CLASS, JOB TRAINING, CULTURAL FACTORS, DELINQUENCY CAUSES, DELINQUENCY PREVENTION, WORK EXPERIENCE PROGRAMS, VOCATIONAL EDUCATION, DELINQUENCY, SOCIOCULTURAL PATTERNS
IN CONSIDERING THE COMPLEX RELATIONSHIPS BETWEEN DELINQUENCY AND WORK PROGRAMS, THIS PRESENTATION IS BASED ON THE PREMISE THAT IN THE COMMUNITY SENSE, POWER REINFORCES IDEOLOGICAL COMMITMENTS IN DECIDING WHICH EXPLANATIONS PEOPLE WILL ENDORSE OR CONDEMN WITH RESPECT TO THE CAUSATION OF CRIME AND DELINQUENCY, AND WHICH EFFORTS TO PREVENT AND CONTROL SUCH BEHAVIOR THEY WILL SUPPORT. IN APPRAISING CURRENT EFFORTS DEALING WITH DELINQUENCY AMONG LOWER CLASS ADOLESCENCE AND YOUTH, IT IS A FUNDAMENTAL FACT THAT THEY ARE NOT INNOVATIVE OR HUMAN ORIENTED. ALTHOUGH WORK PROGRAMS AND VOCATIONAL TRAINING ARE CONSIDERED TO BE MECHANISMS FOR SOCIAL REFORM, BASIC CHANGES AND THE LIFE SITUATION OF THE LOWER CLASS ARE LARGELY IGNORED BY PROGRAMS TARGETED ON DELINQUENCY AND RELATED WELFARE PROBLEMS. BASIC ECONOMIC AND POLITICAL ISSUES WHICH BEAR DIRECTLY ON THE GENERAL WELFARE OF THE POPULATIONS OUT OF WHICH MOST OFFICIAL OFFENDERS ARE DRAWN CONTINUE TO REMAIN ESSENTIALLY OUTSIDE THE CONCERN OF CORRECTIONAL, EDUCATIONAL, AND VOCATIONAL PROGRAMS DESIGNED TO MEET THE DELINQUENCY PROBLEM. (CH)
AIM/ARM: VT004823 CENTER FOR THE STUDY OF UNEMPLOYED YOUTH, GRADUATE SCHOOL OF SOCIAL WORK, NEW YORK UNIVERSITY, 853 BROADWAY, NEW YORK, NEW YORK 10003 ($0.45).

2766 LOWERING THE PERMANENT RATE OF UNEMPLOYMENT. 18 SEP 73
FELDSTEIN, MARTIN S.
JOINT ECONOMIC COMMITTEE, WASHINGTON, D.C.
NOTES: 106P.; A STUDY PREPARED FOR THE USE OF THE JOINT ECONOMIC COMMITTEE, CONGRESS OF THE UNITED STATES
AGE GROUPS, EDUCATIONAL NEEDS, EMPLOYMENT, FINANCIAL POLICY, GOVERNMENT ROLE, LABOR ECONOMICS, LABOR MARKET, MANPOWER NEEDS, MANPOWER UTILIZATION, MENTALLY HANDICAPPED, PHYSICALLY HANDICAPPED, POLICY FORMATION, STATISTICAL ANALYSIS, UNEMPLOYED, UNEMPLOYMENT, UNEMPLOYMENT INSURANCE, UNSKILLED WORKERS, WORK ATTITUDES, WORKMANS COMPENSATION, WAGE SUPPLEMENTS
THE FIRST SECTION OF THE STUDY ON LOWERING THE PERMANENT RATE OF UNEMPLOYMENT DISCUSSES THE EFFECTS AND LIMITATIONS OF INCREASING AGGREGATE DEMAND THROUGH FISCAL AND MONETARY POLICY AND INDICATES THE INABILITY TO ACHIEVE THE DESIRED LEVEL OF UNEMPLOYMENT SIMPLY BY STIMULATING DEMAND. SECTION 2 ANALYZES THE CHARACTERISTICS AND STRUCTURE OF OUR CURRENT UNEMPLOYMENT. THE SPECIFIC PROBLEMS OF UNEMPLOYMENT AMONG YOUNG WORKERS ARE EXAMINED IN THE THIRD SECTION, AND A NUMBER OF POSSIBLE POLICIES ARE SUGGESTED. SECTION 4 DISCUSSES THE FOUR MAJOR SOURCES OF UNNECESSARILY HIGH UNEMPLOYMENT AMONG ADULT WORKERS AND SPECIFIC POLICIES ARE SUGGESTED. SECTION 5 DEALS WITH THE PARTICULAR PROBLEM OF IMPROVING THE INCENTIVE EFFECTS OF UNEMPLOYMENT COMPENSATION. A BRIEF SUMMARY SECTION IS FOLLOWED BY CRITICAL COMMENTS ON THE INNOVATIVE AND CONTROVERSIAL POLICY SUGGESTIONS OFFERED IN THE STUDY: FIVE ECONOMISTS AND STATISTICIANS WITH EXPERTISE IN THE AREA OF EMPLOYMENT AND UNEMPLOYMENT ANALYSIS WERE INVITED BY THE COMMITTEE TO COMMENT. THE AUTHORS REPLY IS INCLUDED. (AUTHOR/AJ)
ERIC: ED095335 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NO. 5270-01991, $0.95)

2767 LSW LETS OPPORTUNITY KNOCK MAY 75
MANPOWER;7;5;30-2
EMPLOYMENT OPPORTUNITIES, DISADVANTAGED GROUPS, EMPLOYERS, EMPLOYER EMPLOYEE RELATIONSHIP, FRINGE BENEFITS, LSW INDUSTRIES
LSW INDUSTRIES HAS ONE FEATURE THAT DISTINGUISHES IT FROM OTHER SMALL FIRMS IN THAT EVERY FULL-TIME EMPLOYEE IS CLASSIFIED AS DISADVANTAGED--EITHER POOR, FROM A MINORITY GROUP, HANDICAPPED, A MIGRANT WORKER, A PAROLEE, POORLY EDUCATED, OR A COMBINATION OF THESE. (AUTHOR/BP)
ERIC: EJ117095

2768 LUGGAGE-HARDWARE ASSEMBLER (HARDWARE) 6-93.404--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. NOV 58
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, LUGGAGE HARDWARE ASSEMBLER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE

(CONT.)
2768 APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED061339

2769 LUMMIS SEEK SPIRIT OF THE SALMON SEP 71
HOOD, ERNIE
MANPOWER:3:9:2-7
ADULT FARMER EDUCATION, AGRICULTURAL EDUCATION, AMERICAN INDIANS, ECONOMICALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, FARMERS, FEDERAL PROGRAMS, SEAFOOD, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA PROGRAMS
NORTHWEST INDIANS TURN TO AQUACULTURE AS SOURCE OF JOBS AND STEADY INCOME. (EDITOR)
ERIC: EJ042291

2770 MA IN MOTOR CITY DEC 75
BAKER, B. KIMBALL
MANPOWER:7:12:2-10
MANPOWER UTILIZATION, PROGRAM DESCRIPTIONS, EMPLOYMENT SERVICES, UNEMPLOYED, GOVERNMENT ROLE, UNEMPLOYMENT, UNEMPLOYMENT INSURANCE, JOB TRAINING, SOCIOECONOMIC INFLUENCES, NATIONAL PROGRAMS, DETROIT, MANPOWER ADMINISTRATION, AUTOMOBILE INDUSTRY, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, WORK INCENTIVE PROGRAM
DETROITS EFFORTS TO DEAL WITH LARGE SCALE UNEMPLOYMENT THROUGH MANPOWER ADMINISTRATION AID, AND AN OUTLOOK ON THE FUTURE OF THE AUTOMOBILE INDUSTRY ARE DISCUSSED. PROGRAMS RELATED TO UNEMPLOYMENT INSURANCE, EMPLOYMENT SERVICES, THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA), AND THE WORK INCENTIVE PROGRAM (WIN) ARE DESCRIBED. (LH)
ERIC: EJ128921

2771 MACHINE ATTENDANT (HARDWARE) 619.885--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. APR 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED OCCUPATIONS, GATB, GENERAL APTITUDE TEST BATTERY, MACHINE ATTENDANTS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063417

2772 MACHINE OPERATOR, CERAMICS (POTTERY AND PORC.) 6-66.912--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE BATTERY. JUN 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CERAMICS, CUTTING SCORES, EVALUATION CRITERIA, HANDICRAFTS, JOB APPLICANTS, JOB SKILLS, MACHINISTS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED WORKERS, GATB, GENERAL APTITUDE TEST BATTERY, PORCELAIN, POTTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065607

2773 MACHINE OPERATOR, MASS MAILING (CLERICAL) 234.885 (1-25.411)--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. MAY 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, OFFICE OCCUPATIONS, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY

(CONT.)

2773 THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED069771

2774 MACHINE SHOP. TRADE AND INDUSTRIAL EDUCATION TRADE PREPARATORY TRAINING GUIDE. 73
NEBRASKA STATE DEPT. OF EDUCATION, LINCOLN. DIV. OF VOCATIONAL EDUCATION.
NOTES: 30P.: FOR RELATED DOCUMENTS SEE CE 007 553-569. APPENDIX A, APPLICATION FOR EMPLOYMENT, MAY NOT REPRODUCE WELL BECAUSE OF SMALL TYPE
BEHAVIORAL OBJECTIVES, BUILDING TRADES, CURRICULUM, CURRICULUM DESIGN, CURRICULUM GUIDES, JOB SKILLS, MACHINISTS, METAL WORKING OCCUPATIONS, OCCUPATIONAL INFORMATION, SECONDARY EDUCATION, STATE CURRICULUM GUIDES, TASK PERFORMANCE, TRADE AND INDUSTRIAL EDUCATION, NEBRASKA
ONE OF A SERIES OF CURRICULUM GUIDES PREPARED FOR THE METAL OCCUPATIONS CLUSTER OF THE CONSTRUCTION/FABRICATION OCCUPATIONAL GROUP, THIS GUIDE IDENTIFIES THE ESSENTIALS OF THE MACHINIST TRADE AS RECOMMENDED BY THE SUCCESSFUL MACHINIST. AN INSTRUCTIONAL PROGRAM BASED UPON THE IMPLEMENTATION OF THIS GUIDE IS EXPECTED TO PREPARE A STUDENT TO ADEQUATELY PERFORM ENTRY LEVEL TASKS REQUIRED OF A MACHINE OPERATOR OR TO ENTER A POST-SECONDARY TECHNICAL OR APPRENTICESHIP PROGRAM IN MACHINE SHOP WHERE ADDITIONAL DEPTH CAN BE REALIZED. TRADE TASKS OR INFORMATION ARE LISTED IN CHART FORM UNDER THE HEADINGS OF SAFETY: TOOLS AND EQUIPMENT: COMPUTATIONS AND ESTIMATIONS: OPERATIONS AND/OR JOBS: ENGINE L HE: BORING, DRILLING, AND REAMING: TAP AND DIE THREADING: MILLING: BAND SAWING: GRINDING: ALLOY, METAL, AND MACHINING CHARACTERISTICS: AND GENERAL COMPETENCIES. SPACE IS PROVI ED ON THE CHARTS TO RECORD FOR EACH ITEM THE DATE COMPLETED, TEACHING METHODS USED, AND TEACHING MATERIALS USED. ALSO INCLUDED ARE A LIST OF TEACHER RESPONSIBILITIES, SOURCES OF OCCUPATIONAL INFORMATION, RECOMMENDED TESTS AND REFERENCES, AND A CHART DEPICTING THE TOTAL CONSTRUCTION/FABRICATION OCCUPATIONAL CURRICULUM. A TYPICAL APPLICATION FOR EMPLOYMENT AND A SAMPLE TRADE AND INDUSTRIAL EDUCATION INJURY REPORT ARE APPENDED. (HD)
ERIC: ED128569

2775 MACHINERY ERECTOR (ENGINE + TURBINE: MACH. MFG.) 638.281--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. OCT 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINERY INDUSTRY, MACHINISTS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069632

2776 MACHINIST (MACH. SHOP.) I 600.280--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINISTS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD

(CONT.)
2776 DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED059290

2777 THE MACK WORKER, THE IMPACT OF HIS JOB LOSS 2 1/2 YEARS LATER. AUTOMATION MANPOWER SERVICES, PROGRAM REPORT. DEC65
INDIK, BERNARD P.
BUREAU OF EMPLOYMENT SECURITY (DEPT. OF LABOR), WASHINGTON, D.C.; NEW JERSEY STATE EMPLOYMENT SERVICE, TRENTON.
NOTES: 33P.
EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, FOLLOWUP STUDIES, INDIVIDUAL CHARACTERISTICS, MANUFACTURING INDUSTRY, OCCUPATIONAL SURVEYS, UNEMPLOYED, WORK EXPERIENCE, MACK TRUCK CORPORATION, NEW JERSEY, PLAINFIELD
THE LONG TERM CONSEQUENCES OF A LARGE PLANT SHUTDOWN IN TERMS OF THE INDIVIDUALS INVOLVED AND CHARACTERISTICS SHOWN TO BE IMPORTANT INDICATORS OF THEIR REEMPLOYABILITY WERE DESCRIBED IN A 1962 STUDY. THIS FOLLOWUP STUDY CLARIFIED AND AMPLIFIED THE EARLIER FINDINGS TO SHOW MORE LONG TERM CONSEQUENCES. OF THE 3,100 PEOPLE LAID OFF, THE ORIGINAL STUDY HAD A SAMPLE OF 2,456 AND THE FOLLOWUP A MATCHED SAMPLE OF 1,117. GENERALLY, THE FOLLOWUP FINDINGS REINFORCED THOSE OF THE ORIGINAL STUDY AND REAFFIRMED ITS CONCLUSIONS AND RECOMMENDATIONS. CHARACTERISTICS DIFFERENTIATING THE EMPLOYED FROM THE UNEMPLOYED AT THE TIME OF BOTH STUDIES AND COMPARISON OF THESE CHARACTERISTICS IN BOTH STUDIES WERE REPORTED. IN 1962, 20.4 PERCENT, AND IN 1964, 23 PERCENT WERE UNEMPLOYED. OF THE 76 PERCENT WORKING IN 1964, 59 PERCENT WERE WORKING AT THE SAME JOB, 27 PERCENT HAD HAD TWO JOBS, AND 17 PERCENT HAD HAD THREE OR MORE JOBS, AND OF THOSE NOT WORKING, OVER 45 PERCENT HAD WORKED SINCE THE LAYOFF, AND 42.5 PERCENT HAD NOT WORKED. BOTH SAMPLES SHOWED HIGHER UNEMPLOYMENT AMONG THOSE WITH ONLY A GRAMMAR SCHOOL EDUCATION, AND BOTH INDICATED THAT HAVING TWO OR MORE DEPENDENTS AND OWNING A HOME WERE FACTORS RELATED TO BECOMING REEMPLOYED. A HIGHER PROPORTION OF REEMPLOYED WORKERS HAD TAKEN TESTS AND RECEIVED TRAINING THROUGH THE EMPLOYMENT SERVICE. REFERRAL TO NEW JOBS WAS THE KEY SERVICE OFFERED BY THE EMPLOYMENT SERVICE, AND THOUGH ITS RECORDS SHOWED THAT 20 PERCENT OF THE MACK POPULATION WERE REFERRED TO NEW JOBS, QUESTIONNAIRE RESPONSE SAID ONLY 5 PERCENT OBTAINED THEIR NEW JOBS THIS WAY. THE REEMPLOYED WORKERS TENDED TO BE WORKING AT LOWER PAYING JOBS REQUIRING USE OF FEWER OF THEIR SKILLS AND THE SAME OR LONGER HOURS. IT WAS RECOMMENDED THAT SUPPORT BE GIVEN THROUGH NECESSARY FUNDING AND STAFFING FOR A COMPLETE FOLLOW-THROUGH AND TESTING OF FINDINGS. (MM)
ERIC: ED015285

2778 MAIL SORTER (GOV. SER.) 1-27.10--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 59
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CLERICAL WORKERS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, MAIL SORTERS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062426

2779 MAINTENANCE MAN, BUILDING (ANY IND.) 5-83.611--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. SEP 65
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, BUILDINGS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MAINTENANCE, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, BUILDING MAINTENANCE MAN, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD

(CONT.)

2779 DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED072053

2780 MAJOR AGRICULTURAL MIGRANT LABOR DEMAND AREAS (BY MONTH AND PRINCIPAL CROPS). 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF EMPLOYMENT SECURITY
NOTES: 16P.
MIGRANT WORKERS, SEASONAL LABORERS, MANPOWER NEEDS, AGRICULTURAL PRODUCTION, MANPOWER UTILIZATION, EMPLOYMENT OPPORTUNITIES, AGRICULTURAL LABORERS
DESIGNED TO ACQUAINT THE PUBLIC WITH THE COMPLEXITY OF PLACING AND SCHEDULING DOMESTIC MIGRATORY AGRICULTURE WORKERS, THIS REFERENCE INCLUDES 12 CHARTS WHICH PRESENT, BY MONTH, WHERE MIGRATORY WORKERS ARE USUALLY EMPLOYED TO SUPPLEMENT LOCAL FARM LABOR IN THE UNITED STATES. NO ATTEMPT WAS MADE TO INDICATE THE NUMBER OF OUT-OF-AREA WORKERS EMPLOYED OR THE EXACT DURATION OF THEIR STAY. AREAS UTILIZING SIGNIFICANT NUMBERS OF MIGRANT FARM WORKERS IN PRODUCTION OF APPLES, BERRIES, CHERRIES, CITRUS, NUTS, PEACHES, FRUITS, BEANS, CORN, PEAS, POTATOES, TOMATOES, VEGETABLES, COTTON, HAY, SMALL GRAIN, SPECIALTY CROPS, SUGAR BEETS, SUGAR CANE AND TOBACCO ARE SHOWN BY MONTH. ALSO INCLUDED ARE ADDRESSES OF STATE EMPLOYMENT SECURITY AGENCIES AFFILIATED WITH THE BUREAU OF EMPLOYMENT SECURITY. (DM)
AIM/ARM: VT002605

2781 MAJOR AGRICULTURAL MIGRANT LABOR DEMAND AREAS. 61
DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 14P.
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, FARM LABOR PROBLEMS, INTERSTATE WORKERS, MIGRANT WORKERS, ANNUAL WORKER PLAN, DISTRICT OF COLUMBIA
DEPICTED ARE 12 CHARTS OF MAJOR CROP PRODUCTION CENTERS IN THE UNITED STATES WHICH DEMAND THE LABOR OF MIGRATORY FARM WORKERS THROUGHOUT THE YEAR. EACH CHART ILLUSTRATES THE AREAS OF AGRICULTURAL MIGRANT LABOR DEMAND FOR ONE MONTH OF THE YEAR. THE PURPOSE IS TO ACQUAINT THE PUBLIC WITH THE COMPLEXITY OF PLACING AND SCHEDULING MIGRATORY WORKERS UNDER THE ANNUAL WORKER PLAN, WHICH FURNISHES EMPLOYERS WITH EXPERIENCED LABOR FORCES WHEN NEEDED AND PROVIDES CONTINUITY OF WORK FOR LABORERS. CROPS USING LARGE NUMBERS OF FARM WORKERS INCLUDE APPLES, BERRIES, CHERRIES, CITRUS, NUTS, PEACHES, FRUITS, BEANS, CORN, PEAS, POTATOES, TOMATOES, VEGETABLES, COTTON, HAY, SMALL GRAIN, SPECIALTY CROPS, SUGAR BEETS, SUGARCANE, AND TOBACCO. AGRICULTURAL WORKERS SHOULD CONTACT LOCAL STATE EMPLOYMENT SERVICES BEFORE TRAVELING TO AREAS OF DEMAND UNLESS THEY HAVE SPECIFIC JOBS AWAITING THEM.
ERIC: ED002682

2782 MAKING MORE OF MANPOWER INFORMATION 1976
BELL, D.
PERSONNEL MANAGEMENT, VOL.8, NO.9, SEPT 1976, P. 24-27.
DATA COLLECTION, HUMAN RESOURCE ACCOUNTING, HUMAN RESOURCE DEVELOPMENT, INFORMATION SYSTEMS, LABOR FORCE, LABOR MARKET, MANAGEMENT, PERSONNEL MANAGEMENT, PLANNING, STATISTICS, TRAINING AND DEVELOPMENT, TURNOVER
THE KEY TO EFFECTIVE MANAGEMENT PLANNING OF PERSONNEL NEEDS IS AVAILABLE INFORMATION. INDUSTRY AND GOVERNMENT MUST WORK TOGETHER TO MAKE EXISTING INFORMATION ACCESSIBLE AS PAINLESSLY AS POSSIBLE TO THOSE WHO NEED IT.
MGMT: PSL76I0024

2783 MAKING THE JOB CORPS MORE FLEXIBLE NOV 70
WILLIAMS, JOAN
MANPOWER:2:11:10-13
DISADVANTAGED YOUTH, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, PROGRAM IMPROVEMENT, JOB CORPS
THE ADDITION OF NEW RESIDENTIAL MANPOWER AND SUPPORT CENTERS HAS MADE THE JOB CORPS MORE FLEXIBLE, BY KEEPING TRAINEES IN THEIR HOME AREAS AND PREPARING THEM TO WORK THERE. (BH)
ERIC: EJ028001

2784 MAKING THE MOST OF CETA OCT 75
CLIETT, TRAVIS A.
AMERICAN VOCATIONAL JOURNAL:50:7:35,58
VOCATIONAL EDUCATION, FEDERAL PROGRAMS, LEADERSHIP RESPONSIBILITY, FEDERAL LEGISLATION, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA
VOCATIONAL EDUCATION MUST GET INVOLVED IN CETA AND ESTABLISH A LIASON AND CREDIBILITY WITH CETA PRIME SPONSORS, ACCORDING TO THE PRESIDENT OF THE NATIONAL MANPOWER TRAINING ASSOCIATION. (AUTHOR/BP)
ERIC: EJ125331

2785 MAKING YOUR FAMILY BUSINESS MORE PROFITABLE 1975
LEVINSON, R.E.
UNIVERSITY OF MICHIGAN BUSINESS REVIEW, VOL.27, NO.3, MAY 1975, P. 24-29.
BOARD OF DIRECTORS, BONUS, DECISION MAKING, EARNINGS PER SHARE, EMPLOYEE BENEFITS, ENTREPRENEURSHIP, FINANCIAL MANAGEMENT, FREE ENTERPRISE, JOB DEVELOPMENT, MANAGEMENT,

(CONT.)
2785 MANAGEMENT BY OBJECTIVES, MANAGEMENT CONTROL, PROFIT MOTIVE, SMALL BUSINESSES, WOMEN IN BUSINESS
SOME GUIDELINES FOR FAMILY BUSINESSES INCLUDE TIPS ON FINANCING, DECISION MAKING, EMPLOYMENT CONSIDERATIONS.
MGMT: UM97SE0024

2786 THE MALADAPTIVE BEHAVIOR RECORD (MBR) A SCALE FOR THE ANALYSIS AND PREDICTION OF COMMUNITY ADJUSTMENT AND RECIDIVISM OF OFFENDERS. 19 JAN 73
BARTON, MARLIN;JENKINS, W. O.
REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 35P.
ADULTS, BEHAVIOR RATING SCALES, CORRECTIONAL REHABILITATION, CRIMINALS, INTERVIEWS, MEASUREMENT INSTRUMENTS, PSYCHOMETRICS, RECIDIVISM, SOCIALLY DEVIANT BEHAVIOR, STATISTICAL ANALYSIS, TABLES (DATA), TECHNICAL REPORTS, MALADAPTIVE BEHAVIOR RECORD
THIS REPORT DESCRIBES THE MALADAPTIVE BEHAVIOR RECORD (MBR), A BEHAVIORAL ASSESSMENT SCALE DEVELOPED FOR USE IN A LONGITUDINAL FOLLOW-UP STUDY OF RELEASED ADULT OFFENDERS. THE SCALE FOCUSED UPON THE IDENTIFICATION AND SPECIFICATION OF MALADAPTIVE BEHAVIORS THAT ARE ASSOCIATED WITH POSTRELEASE SUCCESS OR FAILURE, AND IS VALID FOR AND PREDICTIVE OF CRIMINAL BEHAVIOR AND RECIDIVISM. BECAUSE THE MBR SPECIFIES AREAS OF MALADAPTIVE BEHAVIOR FOR WHICH INTERVENTION IS NEEDED, THE DATA DERIVED AND VALIDATED WITH THIS SCALE PRESENT SIGNIFICANT IMPLICATIONS FOR COMMUNITY AND INSTITUTIONAL CORRECTIONAL PROGRAMS WHICH SEEK TO MEASURE AND CONTROL THE VARIABLES THAT INFLUENCE CRIMINAL BEHAVIOR. (AUTHOR)
ERIC: ED083278 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (MF $1.45, HC $3.00)

2787 THE MALADAPTIVE BEHAVIOR RECORD (MBR) THE ROLE OF MALADAPTIVE REACTION PATTERNS IN THE ANALYSIS AND PREDICTION OF CRIMINAL BEHAVIOR AND RECIDIVISM. APR 74
JENKINS, W. O.;AND OTHERS
REHABILITATION RESEARCH FOUNDATION, MONTGOMERY, ALA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 25P.; FOR A RELATED DOCUMENT, SEE TM 004 105
ADULTS, BEHAVIOR RATING SCALES, CORRECTIONAL REHABILITATION, CRIMINALS, LONGITUDINAL STUDIES, PREDICTION, PREDICTIVE VALIDITY, RECIDIVISM, SOCIAL ADJUSTMENT, SOCIALLY DEVIANT BEHAVIOR, TEST RELIABILITY, TEST VALIDITY, LAW ENCOUNTER SEVERITY SCALE, MALADAPTIVE BEHAVIOR RECORD
THE MALADAPTIVE BEHAVIOR RECORD (MBR) ANALYZES AND PREDICTS CRIMINAL BEHAVIOR. ITS 16 ITEMS YIELD A SCORE INDICATING THE DEGREE OF MALADAPTIVE BEHAVIOR IN THE AREAS OF OCCUPATION, INTERPERSONAL RELATIONSHIPS, ADDICTION, PSYCHOLOGICAL ADJUSTMENT, AND LEGAL AND OTHER BEHAVIORAL PROBLEMS. THE MBR WAS USED IN TWO LONGITUDINAL FOLLOWUP STUDIES TO ANALYZE CRIMINAL BEHAVIOR AND ASSESS THE EFFECTS OF INSTITUTIONAL TREATMENT ON THE POSTRELEASE ADJUSTMENT OF RELEASED OFFENDERS, PARTICULARLY IN TERMS OF LAW ENCOUNTERS AND RECIDIVISM. DATA ON 119 PRISON RELEASEES WERE USED TO VALIDATE THE MBR AGAINST THE LAW ENCOUNTER SEVERITY SCALE (LES), A CRITERION FOR CRIMINAL BEHAVIOR THAT RANGES FROM NO LAW ENCOUNTERS TO RETURN TO PRISON FOR A LIFE SENTENCE. THE PREDICTIVE ACCURACY OF THE TOTAL SCORE IS 70 PERCENT FOR ALL CASES AND ABOUT 85 PERCENT FOR OUTLYING GROUPS AND SCORES. IN ADDITION TO VALIDITY, THE CONSISTENCY AND RELIABILITY OF THE MBR ARE HIGH. THE MBR YIELDED MODERATE TO SUBSTANTIAL CORRELATION WITH TWO OTHER INSTRUMENTS, THE ENVIRONMENTAL DEPRIVATION SCALE (EDS) AND THE WEEKLY ACTIVITY REPORT (WAR). (AUTHOR/SM)
ERIC: ED100986

2788 MALE OCCUPATIONAL MOBILITY BETWEEN 1965 AND 1970 EVIDENCE FROM THE 1970 CENSUS. DISCUSSION PAPERS NO. 284-75. AUG 75
LEIGH, DUANE E.
WISCONSIN UNIV., MADISON. INST. FOR RESEARCH ON POVERTY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 27P.
ACADEMIC ACHIEVEMENT, CAREER CHANGE, CAREER LADDERS, CAUCASIANS, CENSUS FIGURES, ECONOMIC RESEARCH, EMPLOYMENT OPPORTUNITIES, GEOGRAPHIC LOCATION, INDUSTRY, MALES, NEGROES, OCCUPATIONAL MOBILITY, POPULATION TRENDS, PROMOTION (OCCUPATIONAL), RACIAL DIFFERENCES, RACIAL DISCRIMINATION, RELOCATION, VOCATIONAL EDUCATION
THIS STUDY ADDRESSES QUESTIONS SUCH AS (1) THE EXTENT TO WHICH FORMAL TRAINING DETERMINES OCCUPATIONAL MOBILITY, (2) EVIDENCE OF RACIAL DIFFERENCES IN THE RETURNS TO FORMAL TRAINING IN TERMS OF OCCUPATIONAL ADVANCEMENT, (3) IMPORTANCE OF STRUCTURAL FACTORS REPRESENTING LABOR MARKET SEGMENTATION IN DETERMINING OCCUPATIONAL MOBILITY, (4) THE IMPACT OF EMPLOYER SHIFTS ON OCCUPATIONAL ADVANCEMENT, (5) EXISTENCE BY RACE OF DIFFERENTIAL RETURNS TO MOBILITY BETWEEN FIRMS. RESULTS INDICATE A STRONG RELATIONSHIP BETWEEN OCCUPATIONAL ADVANCEMENT AND FORMAL VOCATIONAL TRAINING FOR BOTH RACIAL GROUPS. STRUCTURAL FACTORS REPRESENTED BY INITIAL INDUSTRY AND REGION OF RESIDENCE ARE FOUND TO HAVE LITTLE OR NO EFFECT ON ADVANCEMENT. A MORE IMPORTANT FACTOR IS CONSIDERED TO BE THE WHITE-BLACK DIFFERENCE IN ENDOWMENT OF EDUCATION. NO EVIDENCE FOR A RACIAL DIFFERENTIAL IN THE IMPACTS OF INDUSTRY AND GEOGRAPHICAL SHIFTS ON OCCUPATIONAL MOBILITY IS FOUND. NO EVIDENCE TO SUPPORT THE HYPOTHESIS THAT BLACK TURNOVER FAILS TO RESULT IN UPGRADING BECAUSE OF THEIR CONFINEMENT TO SECONDARY SECTOR JOBS IS INDICATED. (AUTHOR/AM)
ERIC: ED111916

2789 MALE VERSUS FEMALE LEADERS: EFFECTS ON PERCEIVED LEADER BEHAVIOR AND SATISFACTION IN A HOSPITAL 1975
BARTOL, K.M.: WORTMAN, M.S.
PERSONNEL PSYCHOLOGY, VOL.28, NO.4, WINTER 1975, P. 533-544. BIBLIOG. 34
HOSPITALS, HUMAN RESOURCE DEVELOPMENT, JOB SATISFACTION, LEADERSHIP, SUPERIOR SUBORDINATE RELATIONSHIP, SUPERVISION, WOMEN IN BUSINESS
THREE TOPICS (1)EXTENT LEADER BEHAVIOR PERCEIVED BY SUBORDINATES DIFFERS FOR FEMALE AND MALE LEADERS (2) EXTENT JOB SATISFACTION OF SUBORDINATES DIFFERS WITH MALE VS. FEMALE LEADERS (3)SATISFACTION WITH SUPERVISION OF SUBORDINATES WITH MALE VS. FEMALE LEADERS.
MGMT: PPS75M0533

2790 MALE-FEMALE CORRELATES OF PERCEIVED ORGANIZATIONAL LEGITIMACY 1975
BEDEIAN, A.G.: ARMENAKIS, A.A.
PROCEEDINGS OF ACADEMY OF MANAGEMENT, AUG 1975, P. 457-459. BIBLIOG. 10
BEHAVIORAL SCIENCE, CORRELATION ANALYSIS, HUMAN BEHAVIOR, INDUSTRIAL RELATIONS, JOB PERFORMANCE, MANAGEMENT, MANAGEMENT FUNCTIONS, MANAGER, PROFESSIONAL RESPONSIBILITY, SUPERIOR SUBORDINATE RELATIONSHIP, SUPERVISOR, SURVEY, WOMEN IN BUSINESS
TESTS THE HYPOTHESIS THAT THERE WOULD NOT BE A SIGNIFICANT RELATIONSHIP BETWEEN THE INFLUENCE INDEX VALUES, DERIVED FROM THE SCHEIN-OTT QUESTIONNAIRE, OF MALE AND FEMALE MANAGERS. HIGH LEGITIMACY ITEMS, LOW LEGITIMACY ITEMS, AND ITEMS OF DISAGREEMENT ARE DISCUSSED. THE DATA COLLECTED IN THE STUDY DOES NOT SUPPORT THE HYPOTHESIS.
MGMT: AMJ75MP457

2791 MALE-FEMALE DIFFERENCES IN PERCEIVED ORGANIZATIONAL LEGITIMACY 1975
BEDEIAN, A.G.: ARMENAKIS, A.A.
HUMAN RESOURCE MANAGEMENT, VOL.14, NO.4, WINTER 1975, P. 5-9.
INTERNAL ORGANIZATION ENVIRONMENT, JOB PERFORMANCE, MANAGEMENT, ORGANIZATION, WOMEN IN BUSINESS
COMPARES AREAS OF AGREEMENT AND DISAGREEMENT IN MALE-FEMALE SURVEY RESPONSES FOR AREAS OF LEGITIMATE CORPORATE INFLUENCE ON BEHAVIOR.
MGMT: HRM7540005

2792 MALE-FEMALE WAGE DIFFERENTIALS IN URBAN LABOR MARKETS. JUN 71
OAXACA, RONALD L.
PRINCETON UNIV., N.J. INDUSTRIAL RELATIONS SECTION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 157P.: PH.D. DISSERTATION, PRINCETON UNIVERSITY
DOCTORAL THESES, ECONOMIC OPPORTUNITIES, LABOR MARKET, MULTIPLE REGRESSION ANALYSIS, PREDICTOR VARIABLES, RACIAL DISCRIMINATION, SALARY DIFFERENTIALS, SEX DIFFERENCES, SEX DISCRIMINATION, URBAN AREAS, WAGES, WORKING WOMEN
THIS STUDY IS A CROSS-SECTION REGRESSION ANALYSIS OF MALE-FEMALE WAGE DIFFERENTIALS IN URBAN LABOR MARKETS. DATA FOR THE STUDY WERE OBTAINED FROM THE 1967 SURVEY OF ECONOMIC OPPORTUNITY. A PRIME OBJECTIVE OF THIS DISSERTATION IS TO DETERMINE HOW MUCH OF THE OBSERVED MALE-FEMALE WAGE DIFFERENTIAL CAN BE ATTRIBUTED TO THE EFFECTS OF DISCRIMINATION IN THE LABOR MARKET. A DISCRIMINATION COEFFICIENT IS INTRODUCED AS A MEASURE OF THE EFFECTS OF DISCRIMINATION AND THUS BECOMES A KEY PARAMETER TO BE ESTIMATED. THE FINDINGS OF THIS STUDY SHOW THAT DISCRIMINATION ACCOUNTS FOR APPROXIMATELY SEVENTY-FOUR PERCENT OF THE MALE-FEMALE WAGE DIFFERENTIAL FOR WHITES AND NINETY-TWO PERCENT FOR BLACKS. OTHER EMPIRICAL RESULTS SUGGEST THAT SEX DISCRIMINATION IS LESS IN GOVERNMENT EMPLOYMENT, THAT JOB OPPORTUNITIES FOR FEMALES ARE RELATIVELY GREATER IN LARGER URBAN AREAS, AND THAT FEMALES ARE UNLIKELY TO RESPOND TO THE POSSIBILITIES OF MIGRATION IN THE MANNER COMMONLY ASCRIBED TO MALE HEADS OF HOUSEHOLDS. (AUTHOR)
ERIC: ED081964 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199 974, MF $1.45, HC $3.00)

2793 MANAGEMENT ASSESSMENT CENTER EVALUATIONS AND SUBSEQUENT JOB PERFORMANCE OF BLACK FEMALES 1976
HUCK, J.R.: BRAY, D.W.
PERSONNEL PSYCHOLOGY, VOL.29, NO.1, SPRING 1976, P. 13-30. BIBLIOG. 20
ASSESSMENT CENTER, EMPLOYEE FORECASTING, FACTOR ANALYSIS, FORECASTING, INDUSTRIAL PSYCHOLOGY, INDUSTRIAL RELATIONS, JOB PERFORMANCE, LABOR MANAGEMENT, MANAGEMENT, MINORITIES, PERFORMANCE, PERFORMANCE APPRAISAL, PERSONNEL MANAGEMENT, STATISTICS
REGULARITY OF PREDICTION HAS INCREASED INTEREST IN THE ASSESSMENT OF THE COMPONENTS OF THE EVALUATION METHOD. POWER OF ASSESSMENT CENTER METHOD TO PREDICT JOB PERFORMANCE AND ANALYSIS OF THE STRUCTURE OF THE ASSESSMENT RATINGS THAT ENTER THE PREDICTION ARE OBTAINED BY A STUDY OF BLACK AND WHITE FEMALES. CONSIDERABLE DIFFERENCES EXIST BETWEEN PERFORMANCE OF BLACKS AND WHITES.
MGMT: PPS76N0013

2794 MANAGEMENT AWARENESS PROGRAM MAY 72
NORTH CAROLINA MANPOWER DEVELOPMENT CORP., CHAPEL HILL.
CONTRACT NO. DL-82-37-71-47
NOTES: INSTRUCTORS MANUAL. 183P
MANAGEMENT TRAINING, MANUALS, PERSONNEL DEVELOPMENT, SPECIALIZED TRAINING, DISADVANTAGED GROUPS, MANAGEMENT AWARENESS PROGRAM, OMPER
THE MANUAL PROVIDES A STEP BY STEP DESCRIPTION OF HOW TO CONDUCT A MANAGEMENT AWARENESS TRAINING SESSION. INCLUDED ARE DISCUSSIONS ON THE TARGET AUDIENCE, GOALS, FACILITIES, EQUIPMENT AND MATERIALS, STAFFING, INTRODUCTION INTO THE CLIENT ORGANIZATION,

(CONT.)
2794 PRE-TRAINING PREPARATION, GROUP COMPOSITION, THE TRAINING SCHEDULE AND A DETAILED BREAKDOWN OF PROGRAM CONTENT. A BRIEF HISTORY OF THE PROGRAMS DEVELOPMENT IS ALSO PROVIDED.
NTIS: PB-223 947/3 NTIS PRICES PC$5.25/MF$1.45

2795 MANAGEMENT AWARENESS PROGRAM. INSTRUCTORS MANUAL. MAY 72
NORTH CAROLINA MANPOWER DEVELOPMENT CORP., CHAPEL HILL. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 149P.
BEHAVIORAL OBJECTIVES, DISADVANTAGED GROUPS, MANAGEMENT EDUCATION, ON THE JOB TRAINING, PROGRAM DESCRIPTIONS, SUPERVISORY TRAINING, TEACHING GUIDES, TRAINING TECHNIQUES, NORTH CAROLINA
THIS MANUAL PROVIDES A STEP-BY-STEP DISCRIPTION OF HOW TO CONDUCT A MANAGEMENT AWARENESS TRAINING SESSION. INCLUDED ARE DISCUSSIONS ON THE TARGET AUDIENCE, GOALS, FACILITIES, EQUIPMENT AND MATERIALS, STAFFING, INTRODUCTION INTO THE CLIENT ORGANIZATION, PRE-TRAINING PREPARATION, GROUP COMPOSITION, THE TRAINING SCHEDULE AND A DETAILED BREAKDOWN OF PROGRAM CONTENT. A BRIEF HISTORY OF THE PROGRAMS DEVELOPMENT IS ALSO PROVIDED. (AUTHOR)
ERIC: ED079612 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (NO PRICE GIVEN)

2796 MANAGEMENT DEVELOPMENT: A POSSIBLE STRATEGY 1974
VOLLEBERGH, J.J.A.
INTERNATIONAL STUDIES OF MANAGEMENT + ORGANIZATION, VOL.4, NO.4, WINTER 1974/75, P. 64-91.
CAREER DEVELOPMENT, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MANAGEMENT DEVELOPMENT, MANAGER, SPECIALIZATION, STAFFING, TOP MANAGEMENT
TOP MANAGEMENT IS DEPENDENT UPON THE QUALITY OF THE COMPANYS ENTIRE MANAGEMENT FOR ITS SURVIVAL. TOP MANAGEMENT MUST CONTRIBUTE TO THE MANAGEMENT DEVELOPMENT, MANPOWER TRAINING AND CAREER PLANNING ACTIVITIES OF ITS STAFF.
MGMT: ISM74M0064

2797 MANAGEMENT EDUCATION AND TECHNOLOGICAL DEVELOPMENT 1974
HINTERHUBER, H.
INTERNATIONAL STUDIES OF MANAGEMENT + ORGANIZATION, VOL.4, NO.4, WINTER 1974/75, P. 82-93.
COLLEGES AND UNIVERSITIES, CULTURE, EDUCATION, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MANAGEMENT TRAINING, MANAGER, MIDDLE MANAGEMENT, TECHNOLOGICAL CHANGE
A WELL-BALANCED EDUCATION IS SPECIALLY IMPORTANT FOR MANAGERS WHO MUST SEE PAST RELATIONSHIPS. EDUCATION SHOULD NOT IGNORE CULTURE OR HISTORY.
MGMT: ISM74M0082

2798 MANAGEMENT INTERNSHIPS A NEW SYSTEM FOR YOUTH SOCIALIZATION AND LEARNING. A REPORT AND PROPOSAL. 74
WYNNE, EDWARD:AND OTHERS
ILLINOIS UNIV., CHICAGO. CHICAGO CIRCLE CAMPUS. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 122P.
BUSINESS ADMINISTRATION, EDUCATIONAL ALTERNATIVES, INTERNSHIP PROGRAMS, MANAGEMENT EDUCATION, POST SECONDARY EDUCATION, PROGRAM DESCRIPTIONS, PROGRAM PROPOSALS, TRAINEES, WORK EXPERIENCE PROGRAMS
THIS PUBLICATION DESCRIBES A PROPOSED BUSINESS MANAGEMENT INTERN SYSTEM DESIGNED TO PROVIDE AN ALTERNATIVE MEANS OF GAINING EMPLOYMENT SKILLS FOR COLLEGE-ELIGIBLE HIGH SCHOOL GRADUATES. IN ADDITION TO DISCUSSING THE DESIGN OF SUCH AN INTERNSHIP PROGRAM, THE REPORT ALSO PRESENTS A PROPOSAL FOR CONDUCTING A FOUR-YEAR EXPERIMENT TO TEST AND PERFECT THE PROGRAM DESIGN AND TO GENERATE EVALUATIVE DATA. UNDER THE INTERNSHIP PROGRAM DESCRIBED HERE, INTERNS WOULD BE HIRED BY PRIVATE EMPLOYERS AND TRAINED, OVER SEVERAL YEARS, TO A JOB LEVEL TYPICALLY OCCUPIED BY ENTERING EMPLOYEES WITH BACHELORS DEGREES. THE EMPLOYERS TRAINING COSTS WOULD BE PAID BY BOTH THE INTERNS AND THE GOVERNMENT, BASED ON THE ANNUAL IDENTIFIABLE COST-PER-STUDENT AT TYPICAL STATE UNIVERSITIES. (AUTHOR/JG)
ERIC: ED122371

2799 THE MANAGEMENT OF MANPOWER PROGRAMS IN URBAN AREAS: AN INFORMATION SYSTEM. FINAL REPORT. SEP 71
MASTERS, KENNETH W.:SISKIN, BERNARD R.
PENNSYLVANIA STATE UNIV., UNIVERSITY PARK. INST. FOR RESEARCH ON HUMAN RESOURCES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 235P.
DATA COLLECTION, DECENTRALIZATION, FEASIBILITY STUDIES, FEDERAL PROGRAMS, MANAGEMENT INFORMATION SYSTEMS, MANPOWER NEEDS, MODELS, SEQUENTIAL APPROACH, SURVEYS, SYSTEMS ANALYSIS, SYSTEMS DEVELOPMENT, URBAN AREAS
THIS FEDERALLY FUNDED SURVEY, UNDERTAKEN TO DEVELOP A MODEL OF A DECENTRALIZED LOCAL AREA MANPOWER INFORMATION SYSTEM FOR MEETING PROGRAM MANAGEMENT NEEDS IN URBAN AREAS, DISCUSSES THE NEED FOR THIS SYSTEM, AND THE ORIGINS AND USES OF MANPOWER DATA. CHARACTERISTICS AND PARAMETERS OF SUCH A SYSTEM, ALTERNATIVE MODELS OF INFORMATION SYSTEMS, AND A STRATEGY FOR SEQUENTIAL DEVELOPMENT TOWARD A MERGED INDIVIDUAL FILE SYSTEM ARE TOPICS COVERED. FEASIBILITY STUDIES, CONDUCTED THROUGH A SERIES OF INTERVIEWS WITH AGENCY OFFICIALS AND EXAMINATIONS OF LOCAL OPERATING RECORDS, INDICATED THE

(CONT.)

2799 NECESSITY FOR A PROGRESSIVE, SEQUENTIAL APPROACH TOWARD SYSTEMS DEVELOPMENT. RECOMMENDATIONS ARE MADE AT EACH STAGE FOR THE MERGING OF INFORMATION FROM COOPERATING AGENCIES AND ITS COMPUTERIZATION, INCLUDING STORAGE AND RETRIEVAL. (AG)
ERIC: ED066538 THE PENNSYLVANIA STATE UNIVERSITY, INSTITUTE FOR RESEARCH ON HUMAN RESOURCES, 407 KERN GRADUATE BUILDING, UNIVERSITY PARK, PENNSYLVANIA 16802 ($3.00)

2800 MANAGEMENT PRODUCTIVITY: RUSTING OUT OR BURNING OUT 1975
HOWARD, J.H.
BUSINESS QUARTERLY, VOL.40, NO.2, SUMMER 1975, P. 44-49.
CANADA, CAREER DEVELOPMENT, COLLECTIVE BARGAINING, JOB ROTATION, JOB SATISFACTION, JOB SECURITY, MANAGEMENT, MOTIVATION, OBSOLESCENCE, PERFORMANCE, PRODUCTIVITY, PROMOTION, RELOCATION, SALARY, UNIONS, WHITE COLLAR WORKER
ATTEMPTS TO DEFINE SOME OF THE VARIOUS CAUSES FOR INADEQUATE PERFORMANCE BY THE MANAGER AND PROFESSIONAL EMPLOYEE AND SUGGESTIONS FOR HOW TO ANALYZE IT.
MGMT: 30U75P0044

2801 MANAGEMENT, TECHNOLOGY AND BEHAVIOR OF WORK GROUPS. DEC 70
DRAKE, CHARLES A.
MICHIGAN STATE UNIV., EAST LANSING. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 172P.: DISSERTATION, MICHIGAN STATE UNIV
ADMINISTRATIVE POLICY, CHEMICAL INDUSTRY, JOB SATISFACTION, ORGANIZATION, PARTICIPATION, SUPERVISION, SUPERVISORY METHODS, WORK ATTITUDES, WORK ENVIRONMENT
THIS STUDY EXAMINES THE IMPACT VARIOUS VARIABLES ASSOCIATED WITH THE TECHNICAL STRUCTURE OF A WORK SETTING HAVE ON THE POTENTIAL RELATIONSHIP BETWEEN SUPERVISORY STYLE AND THE ATTITUDES AND BEHAVIOR OF INDUSTRIAL WORK GROUPS. THE RESEARCH EXPLORES THE ASSUMPTION THAT SUPERVISION IS AN INTEGRAL PART OF AN ORGANIZATION AND WHATEVER CHARACTERISTICS THE ORGANIZATION MAY HAVE WILL INFLUENCE THE APPROPRIATE STYLE OF SUPERVISION. THE RESEARCH IS BASED ON AN EXAMINATION OF 66 GROUPS REPRESENTING VARIOUS TASK AND TECHNOLOGICAL SYSTEMS IN A LARGE CHEMICAL COMPANY, INCLUDING RESEARCH, LEGAL, PATENT, MANUFACTURING, INDUSTRIAL REL''IONS, CONTROLLERS, AND BUSINESS INFORMATION SERVICES. THE REPORT CONTAINS A SHOR. REVIEW OF THE LITERATURE ON THE STRUCTURE OF INFLUENCE WITHIN ORGANIZATIONS. (NTIS)
ERIC: ED081908 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-196 467, MF $1.45, HC $3.00)

2802 MANAGEMENTS ATTITUDES AND EVALUATIONS OF GOVERNMENT TRAINING PROGRAMS AND GOVERNMENT SUBSIDIZATION FOR INDUSTRIAL TRAINING. 68
TOOTHAKER, ROBERT C.
MAINE UNIV., ORONO.
NOTES: 13P.: M.A. THESIS (ABSTRACT)
DISADVANTAGED GROUPS, EMPLOYER ATTITUDES, EMPLOYMENT OPPORTUNITIES, EVALUATION, FEDERAL AID, INDUSTRIAL TRAINING, INSTITUTES (TRAINING PROGRAMS), MANAGEMENT, ON THE JOB TRAINING, STATE AID
THIS RESEARCH PROJECT EXAMINED MANAGEMENTS ATTITUDES TOWARD GOVERNMENT TRAINING PROGRAMS AND THE SUBSIDIZATION OF INDUSTRIAL TRAINING. QUESTIONNAIRES WERE ADDRESSED TO GENERAL MANAGERS BUT MANY RESPONSES WERE FROM PERSONNEL DIRECTORS, PRESIDENTS, VICE PRESIDENTS, AND OTHERS. THE BASIC RESEARCH TOOL CONTAINED CHECKLISTS, RANKING, AND OPEN-ENDED QUESTIONS. THE SAMPLE INCLUDED 476 OF MAINES MANUFACTURING FIRMS THAT EMPLOY 25 OR MORE PERSONS. OF THE 159 (33.4%) QUESTIONNAIRES RETURNED, ALL BUT TWO WERE USABLE. QUESTIONNAIRES CAME FROM EMPLOYERS WITH ABOUT 50% OF THE EMPLOYEES IN THE SAMPLE. THE APPROXIMATELY 60% OF THE RESPONDENTS WHO KNEW ABOUT GOVERNMENT TRAINING PROGRAMS AND WHO WERE MORE FAMILIAR WITH FEDERAL THAN WITH STATE AND LOCAL ONES, OBTAINED THEIR INFORMATION THROUGH THE MASS MEDIA. GOVERNMENT SUBSIDY TO EMPLOYERS TO ENCOURAGE ON-THE-JOB TRAINING WAS PREFERRED TO INSTITUTIONAL TRAINING BY 65% OF THE EMPLOYERS. ABOUT 49% OF THE MANAGERS WERE WILLING TO HIRE DISADVANTAGED WORKERS WHEN THEIR ON-THE-JOB TRAINING COULD BE SUPPORTED BY FEDERAL FUNDS, BUT ONLY 42% WERE INTERESTED IN HIRING THOSE WHO WERE INSTITUTIONALLY TRAINED. THIRTY OF THE 157 RESPONDING FIRMS REPORTED APPLICATIONS FOR WORK FROM GOVERNMENT TRAINED WORKERS, AND OF THE 579 APPLICANTS 477 WERE HIRED. (NL)
ERIC: ED035307 DIRECTOR, MANPOWER RESEARCH PROJECT, SOUTH STEVENS HALL, UNIVERSITY OF MAINE, ORONO, MAINE 04473

2803 MANAGER, INDUSTRIAL ORGANIZATION D-97.41--TECHNICAL REPORT ON THE STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. FINAL REPORT. MAY 59
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 10P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MANAGERIAL OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING

(CONT.)
2803 SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062422

2804 MANAGER, RESTAURANT OR COFFEE SHOP (HOTEL + REST.) 187.168--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. NOV 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CUTTING SCORES, DINING FACILITIES, EVALUATION CRITERIA, FOOD SERVICE, JOB APPLICANTS, JOB SKILLS, MANAGERIAL OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, RESTAURANT MANAGER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED068556

2805 MANAGER, RETAIL AUTOMOTIVE SERVICE (RET. TR.) 0-72.12: PROPRIETOR-MANAGER, RETAIL AUTOMOTIVE SERVICE (RET. TR.)--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, AUTO MECHANICS (OCCUPATION), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MANAGERIAL OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066460

2806 MANAGER, RETAIL FOOD (RET. TR.) 0-72.21--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 10P.
ADMINISTRATIVE PERSONNEL, APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MANAGERIAL OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, RETAIL FOOD MANAGER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063410

2807 MANAGER, STORE (RET. TR.) 1 185.168--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MERCHANDISING, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, RETAILING, SALESMANSHIP, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, STORE MANAGER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066514

2808 MANAGER, THEATER 0-98.54 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. AUG 52
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MANAGERIAL OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, THEATER ARTS, GATB, GENERAL APTITUDE TEST BATTERY, THEATER MANAGER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060067

2809 A MANAGERIAL APPROACH TO COMPENSATION 1975
WOLFE, A.V.
PERSONNEL JOURNAL, VOL.54, NO.4, APR 1975, P. 212-216, 220.
BEHAVIORAL SCIENCE, BONUS, COMPENSATION, DISCRIMINATION, EQUITY, INCENTIVES, JOB EVALUATION, LABOR, MANAGEMENT, MOTIVATION, PARTICIPATIVE MANAGEMENT, PERFORMANCE, QUALITY OF LIFE, RESISTANCE TO CHANGE, STANDARD OF LIVING, TRAINING AND DEVELOPMENT, UNIONS
DISCUSSION OF THE NEED TO EVOLVE A COMPENSATION PROGRAM THAT WOULD MORE EFFECTIVELY MOTIVATE EMPLOYEE PERFORMANCE.
MGMT: PEJ7540212

2810 MANAGERIAL MANPOWER PLANNING-A SYSTEMATIC APPROACH 1977
RAY, K.
LONG RANGE PLANNING, VOL.10, NO.2, APRIL 1977, P. 21-30. BIBLIOG. 2
CAREER DEVELOPMENT, HUMAN RESOURCE ACCOUNTING, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MANAGEMENT DEVELOPMENT, MODELING, ORGANIZATION STRUCTURE, PLANNING, PROMOTION, RECRUITMENT
DESCRIBES A DETAILED PLAN FOR CORPORATE HUMAN RESOURCE PLANNING TO PROVIDE FOR NECESSARY RECRUITMENT AND DESIRABLE PROMOTION OPPORTUNITIES.
MGMT: LRP7700021

2811 MANAGERIAL MANPOWER: SURPLUSES AND SHORTAGES 1977
HARVEY, E.B.
BUSINESS QUARTERLY, VOL.42, NO.1, SPRING 1977, P. 52.
CANADA, CORPORATE SOCIAL RESPONSIBILITY, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MANAGEMENT TOOLS, PERSONNEL MANAGEMENT, POPULATION, SOCIAL CHANGE, SUPPLY AND DEMAND
MANAGERIAL MANPOWER CAN BE ASSESSED THROUGH A DEMOGRAPHIC PERSPECTIVE WHICH MAY HAVE UTILITY AS A MANAGEMENT TOOL FOR ORGANIZATIONAL PLANNING IN PRODUCTION AND MARKETING, PERSONNEL MANAGEMENT AND SOCIAL CLIMATE.
MGMT: BQU77N0052

2812 MANAGERIAL PHILOSOPHY AND ITS RELATION TO CULTURE: AN EMPIRICAL STUDY OF CAUCASIAN-AMERICAN, JAPANESE-AMERICAN AND JAPANESE MANAGERS 1975
KELLEY, L.; WORTHLEY, R.
PROCEEDINGS OF ACADEMY OF MANAGEMENT, AUG 1975, P. 243-245, BIBLIOG. 6
BEHAVIORAL SCIENCE, DECENTRALIZATION, DECISION MAKING, EDUCATION, EMPLOYMENT POLICY, HIERARCHY, HUMAN RESOURCE DEVELOPMENT, JOB SATISFACTION, JOB SECURITY, MANAGEMENT, MANAGEMENT FUNCTIONS, MANAGER, MINORITIES, MOTIVATION, ORGANIZATION STRUCTURE, PSYCHOLOGY
EXAMINES THE RELATIONSHIP BETWEEN CULTURAL, ECONOMIC, LEGAL- POLITICAL ENVIRONMENTS AND MANAGERIAL ATTITUDES. RESULTS OF A SURVEY INDICATE THAT JAPANESE MANAGERS FAVOR CENTRALIZED OVER DECENTRALIZED DECISION MAKING MORE AND FORMAL RULES AND PROCEDURES LESS THAN AMERICAN MANAGERS. CULTURAL INFLUENCE IS AN OVERRIDING ELEMENT. ROLE OF COOPERATION AND BELONGING IS CRITICAL TO THE JAPANESE.
MGMT: AMJ75MP243

2813 MANAGERIAL RELATIONS WITH DISADVANTAGED WORK GROUPS SUPERVISORY EXPECTATIONS OF THE UNDERPRIVILEGED WORKER. MAY 70
KING, ALBERT SIDNEY
TEXAS TECHNOLOGICAL COLL., LUBBOCK. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 324P.; PH.D. DISSERTATION, TEXAS TECH UNIVERSITY
CONDITIONED RESPONSE, CULTURALLY DISADVANTAGED, EMPLOYER ATTITUDES, MANPOWER DEVELOPMENT, MOTIVATION, PERFORMANCE FACTORS, PERSONNEL EVALUATION, WORK ATTITUDES
THIS STUDY INVESTIGATES THE EFFECTS OF MANAGEMENT EXPECTATIONS ON THE OCCUPATIONAL SUCCESS OF DISADVANTAGED WORKERS. IN FIVE ORGANIZATIONAL EXPERIMENTS, SUPERVISORS WERE INFORMED THAT CERTAIN WORKERS OUT OF GROUPS OF DISADVANTAGED WORKERS HAD SUPERIOR ABILITIES. HOWEVER, THESE WORKERS WERE CHOSEN RANDOMLY, SO THAT ANY DIFFERENCES IN PERFORMANCE BETWEEN THESE WORKERS AND THE CONTROL GROUP WOULD BE DUE ONLY TO SUPERVISORY EXPECTATIONS. THE RESULTS, WHICH CONFIRM THE HYPOTHESIS REGARDING THE SIGNIFICANCE OF SUPERVISOR ATTITUDES, HAVE IMPLICATIONS FOR THE SUPERVISORS ROLE IN BREAKING THE VICIOUS CIRCLE OF LOW PERFORMANCE BY DISADVANTAGED WORKERS. (BH)
ERIC: ED051358 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 190 986, MF $0.95: FOR HARD COPY PRICE, SEE CATALOG)

2814 MANAGERIAL TESTS OF CONVERSATIONAL MANPOWER PLANNING MODELS APR 75
NIEHAUS, R. J.; SHOLTZ, D.; THOMPSON, G. L.
OFFICE OF CIVILIAN MANPOWER MANAGEMENT (NAVY) ARLINGTON VA OFFICE OF NAVAL RESEARCH, ARLINGTON, VA.
NOTES: NR-155-359; RF55-521
MANPOWER, GOAL PROGRAMMING, COMPUTER APPLICATIONS, NTISDODN
THE PAPER DISCUSSED THE REACTIONS OF MANAGERS TO INTERACTIVE CONVERSATIONAL MANPOWER PLANNING MODELS. THESE GOAL PROGRAMMING MODELS ORIGINALLY DEVELOPED BY CHARNES, COOPER, AND NIEHAUS ARE SUPPORTED BY A COMPREHENSIVE SOFTWARE CAPABILITY INCLUDING A SPECIALIZED MATRIX GENERATOR AND CONVERSATIONAL STATEMENT REPERTOIRE. THE FIRST TEST INVOLVES THE USE OF THE MODEL BY THE MANAGEMENT OF A LARGE NAVAL LABORATORY. THE SECOND INVOLVES THE EXAMINATION OF BROAD CIVILIAN CAREER PLANNING POLICIES BY HEADQUARTERS OFFICIALS.
NTIS: AD-A010 925/8ST NTIS PRICES PC$3.75/MF$2.25

2815 A MANAGERS GUIDE TO THE EQUAL EMPLOYMENT OPPORTUNITY LAWS 1976
HIGGINS, J.
PERSONNEL JOURNAL, VOL.55, NO.8, AUG 1976, P. 406-411, 418. BIBLIOG. 16
EMPLOYEE RIGHTS, EQUAL EMPLOYMENT OPPORTUNITY, GOVERNMENT AGENCY, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, MINORITIES, PERSONNEL MANAGEMENT, WOMEN
THE EQUAL EMPLOYMENT OPPORTUNITIES PROGRAM IS ADMINISTERED BY A VARIETY OF GOVERNMENT AGENCIES ON THE FEDERAL, STATE, AND LOCAL LEVELS. AS A RESULT, NO COMPREHENSIVE GUIDE TO THE EQUAL OPPORTUNITY LAWS IS AVAILABLE TO ASSIST PERSONNEL MANAGERS IN COMPLYING WITH RELEVANT STATUTES. ATTACHED IS A QUESTION AND ANSWER SHEET TO HELP MANAGERS UNDERSTAND AND MEET THE DEMANDS OF THE LAWS.
MGMT: PEJ7650406

2816 MANAGERS WANT THE ECONOMY RUN LIKE A BUSINESS 1977
ADMINISTRATIVE MANAGEMENT, VOL.38, NO.7, JULY 1977, P. 60-61.
ECONOMICS, FISCAL POLICY, GOVERNMENT REGULATION, GOVERNMENT SPENDING, INFLATION, MANAGEMENT CONSULTANT, SOCIALISM, UNEMPLOYMENT, WAGES
MANAGEMENT CONSULTANTS RECOMMENDATIONS FOR FEDERAL ECONOMIC POLICY ARE FISCALLY CONSERVATIVE AND OPPOSED TO EXCESSIVE GOVERNMENT REGULATION. THE CONSULTANTS URGE RESTRAINT IN GOVERNMENT SPENDING, SLOWER WAGE GROWTH, AND TAX REFORMS TO ENCOURAGE INVESTMENT IN ECONOMIC GROWTH.
MGMT: ADM77G0060

2817 MANAGING IN A SERVICE ECONOMY 1975
KEARNEY, A.T.
JOURNAL OF SYSTEMS MANAGEMENT, VOL.26, NO.7, JULY 1975, P. 12-19. BIBLIOG. 5
CONTROL AND PLANNING, COST EFFECTIVENESS, INCENTIVES, JOB SATISFACTION, LABOR FORCE, MANAGEMENT, MANAGEMENT BY OBJECTIVES, MORALE, MOTIVATION, ORGANIZATIONAL COMMUNICATIONS, PARTICIPATIVE MANAGEMENT, PRODUCTIVITY, SERVICE INDUSTRY, TRAINING AND DEVELOPMENT, WAGES, WHITE COLLAR WORKER
STUDY ANALYZES COMPARABLE FIRMS PROGRAMS TO IMPROVE THE PRODUCTIVITY OF CLERICAL WORKERS, TO DETERMINE THE IMPORTANT FACTORS WHICH DISTINGUISH THE MORE FROM LESS

(CONT.)
2817 SUCCESSFUL PROGRAM.
MGMT: JS47560012

2818 THE MANHATTAN COURT EMPLOYMENT PROJECT. SUMMARY REPORT ON PHASE ONE NOVEMBER 1, 1967, TO OCTOBER 3, 1969. 70
VERA INST. OF JUSTICE, NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF SPECIAL MANPOWER PROGRAMS.
NOTES: 102P.
CORRECTIONAL REHABILITATION, COUNSELING, CRIMINALS, JOB PLACEMENT, MANPOWER DEVELOPMENT, PROBATIONARY PERIOD, REHABILITATION PROGRAMS
THIS REPORT ON THE FIRST 2 YEARS OF A PROJECTED 3-YEAR PROJECT DESCRIBES AN ATTEMPT TO USE COUNSELING AND JOB PLACEMENT TO DIVERT SOME ARRESTEES FROM POSSIBLE JAIL SENTENCES. ARRESTEES WHO MEET THE CRITERIA FOR ACCEPTANCE INTO THE PROGRAM ARE GRANTED A 90-DAY CONTINUANCE, DURING WHICH TIME THE STAFF REPRESENTATIVE, WHO IS AN EX-OFFENDER HIMSELF, ATTEMPTS TO HELP THE PARTICIPANT FIND A JOB OR ENTER A TRAINING PROGRAM. IF SUCCESSFUL, THE REPRESENTATIVE ASKS THE JUDGE TO DISMISS CHARGES, PREVENTING THE PARTICIPANT FROM HAVING A CRIMINAL RECORD. OUT OF THE FIRST 850 PARTICIPANTS, 39 PERCENT HAD THEIR CHARGES DISMISSED AND ONLY 13 PERCENT WERE ARRESTED WHILE ACTIVE IN THE PROJECT. THE LEGAL SYSTEM PROVED TO BE QUITE OPTIMISTIC ABOUT THE PROJECT, EVEN THOUGH MORE THAN 3 MONTHS WAS NEEDED IN SOME CASES. (BH)
ERIC: ED048458

2819 MANIFEST NEEDS OF PROFESSIONAL FEMALE WORKERS IN BUSINESS- RELATED OCCUPATIONS 1975
KNOTTS, R.E.
JOURNAL OF BUSINESS RESEARCH, VOL.3, NO.3, JULY 1975, P. 267-276. BIBLIOG. 15
BEHAVIORAL SCIENCE, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, JOB SATISFACTION, MANAGEMENT, PSYCHOLOGY, WOMEN
15 PERSONALITY VARIABLES OF WOMEN ENGAGED IN BUSINESS- RELATED OCCUPATIONS ARE STUDIED IN ORDER TO DETERMINE A NEED-STRUCTURE FOR THIS INCREASINGLY NUMEROUS SEGMENT OF WORKERS. DIFFERENT JOBS INDICATE DIFFERENT LEVELS OF NEED FOR SECURITY, ACHIEVEMENT, AFFILIATION, AND DOMINANCE, AMONG OTHERS.
MGMT: JBS7530257

2820 MANPOWER ADJUSTMENT AND THE SYSTEM. 21 MAY 70
ADELSON, MARVIN
SYSTEM DEVELOPMENT CORP., SANTA MONICA, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 35P.
CAREER PLANNING, GOAL ORIENTATION, MANPOWER DEVELOPMENT, NATIONAL PROGRAMS, ORGANIZATION, SYSTEMS CONCEPTS, VOCATIONAL ADJUSTMENT, VOCATIONAL DEVELOPMENT
A POINT OF VIEW IS DEVELOPED TOWARD THE NATIONAL MANPOWER ADJUSTMENT SYSTEM, BASED ON TRANSITION-MAKING BY INDIVIDUALS RATHER THAN ON JOBS OR TRAINING PER SE. THE SYSTEM IS DEFINED IN TERMS OF FIVE INTERACTING SUBSYSTEMS WHICH COLLECTIVELY CHANGE THE RELATIONS BETWEEN PEOPLE AND JOBS. THESE SUBSYSTEMS ARE (1) INDIVIDUALS, (2) EDUCATIONAL INSTITUTIONS, (3) FACILITATION ORGANIZATIONS SUCH AS LABOR UNIONS, (4) EMPLOYERS, AND (5) MAINTENANCE AND INNOVATION ORGANIZATIONS. SUGGESTIONS ARE MADE FOR DATA GATHERING AND ORGANIZATION, AND AN ALLOCATION OF COSTS OF IMPROVING THE PATTERN OF CAREER TRANSITION-MAKING IS PROPOSED. (AUTHOR/BH)
ERIC: ED058403 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 192451, MF $.95; SEE CATALOG FOR HARDCOPY PRICE)

2821 MANPOWER ADVICE FOR GOVERNMENT, NATIONAL MANPOWER ADVISORY COMMITTEE LETTERS TO THE SECRETARIES OF LABOR AND OF HEALTH, EDUCATION, AND WELFARE, 1962-1971. 72
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.; NATIONAL MANPOWER ADVISORY COMMITTEE, WASHINGTON, D.C.
NOTES: 190P.
ADVISORY COMMITTEES, EMPLOYMENT SERVICES, FEDERAL LEGISLATION, FEDERAL PROGRAMS, LETTERS (CORRESPONDENCE), MANPOWER DEVELOPMENT, MEETINGS, REGIONAL COOPERATION, MANPOWER DEVELOPMENT AND TRAINING ACT, MANPOWER POLICY, NATIONAL MANPOWER ADVISORY COMMITTEE
THIS VOLUME PRESENTS THE LETTERS FORWARDED TO THE SECRETARY OF LABOR AND TO THE SECRETARY OF HEALTH, EDUCATION, AND WELFARE WHICH SUMMARIZED THE FINDINGS AND RECOMMENDATIONS OF THE NATIONAL MANPOWER ADVISORY COMMITTEE (NMAC) AT 32 MEETINGS BETWEEN SEPTEMBER 1962 AND DECEMBER 1971. AS MARCH 15, 1972 MARKED THE 10TH ANNIVERSARY OF THE PASSAGE OF THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962 (MDTA), THE NMAC PROPOSED THAT THESE LETTERS BE PUBLISHED TO PROVIDE AN INTIMATE VIEW OF THE EVOLUTION OF FEDERAL MANPOWER POLICY AND PROGRAMING. THE SECRETARY OF LABOR CONCURRED WITH THIS RECOMMENDATION TO GIVE MAXIMUM ACCESS TO PUBLIC RECORDS. APPENDIXES INCLUDE SUPPLEMENTARY DOCUMENTS AND ADDITIONAL DATA ABOUT THE STRUCTURE AND FUNCTIONING OF THE NMAC. ELI GINSBERG, THE CHAIRMAN OF THE NMAC AND THE DRAFTER OF THE LETTERS, HAS WRITTEN AN INTRODUCTION WHICH REVIEWS THE ADVICE GIVEN DURING THE FIRST DECADE OF MANPOWER PROGRAMS UNDER THE MDTA, IDENTIFIES THE PRINCIPAL THEMES WHICH HAVE PREOCCUPIED THE COMMITTEE, AND ADDS SELECTED JUDGMENTS INFORMED BY THE PERSPECTIVE OF TIME ABOUT THE APPROPRIATENESS AND EFFECTIVENESS OF THE ADVICE WHICH THE COMMITTEE PROFFERED. (AUTHOR/MF)
ERIC: ED080787

2822 MANPOWER ADVISORY SERVICES IN THE WORKPLACE A MISSING LINK IN NATIONAL MANPOWER POLICY. VOLUME I. MAR 76
HANSEN, GARY B.;BENTLEY, MARION T.
UTAH STATE UNIV., LOGAN. MANPOWER DEVELOPMENT SERVICE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. DOL-82-49-72-24
NOTES: 248P.; FOR RELATED DOCUMENTS SEE CE 009 861
CONSULTATION PROGRAMS, DELIVERY SYSTEMS, EMPLOYERS, JOB TRAINING, LAND GRANT UNIVERSITIES, MANAGEMENT SYSTEMS, MANPOWER DEVELOPMENT, MODELS, ON THE JOB TRAINING, PERSONNEL MANAGEMENT, PROFESSIONAL SERVICES, PUBLIC POLICY, STATE UNIVERSITIES, TECHNICAL ASSISTANCE, UNITED STATES, UTAH, UTAH STATE UNIVERSITY
THIS FIRST VOLUME OF A TWO-VOLUME FINAL REPORT CONTAINS DESCRIPTION AND FINDINGS OF A 3-YEAR RESEARCH AND DEMONSTRATION PROJECT IN WHICH A SMALL HUMAN RESOURCE DIAGNOSTIC AND CONSULTING SERVICE WAS ESTABLISHED AT A STATE LAND-GRANT INSTITUTION (UTAH STATE UNIVERSITY) TO PROVIDE A BROADLY BASED TECHNICAL ASSISTANCE PROGRAM DIRECTED TOWARD IMPROVING PERSONNEL SYSTEMS, TRAINING APPROACHES, AND OTHER MANPOWER MANAGEMENT PRACTICES OF PRIVATE FIRMS AND PUBLIC AGENCIES WITHIN THE STATE AND REGION. CHAPTER 1 IS AN OVERVIEW AND EXECUTIVE SUMMARY OF THE PROGRAM DESIGNED TO HELP EMPLOYERS AND THEIR WORKERS IMPROVE ORGANIZATIONAL PRODUCTIVITY, THE UTILIZATION OF HUMAN RESOURCES, AND THE QUALITY OF WORKING LIFE. CHAPTER 2 CONTAINS A BRIEF PROJECT HISTORY, A SUMMARY STATEMENT OF OBJECTIVES ORIGINALLY SET OUT FOR THE PROJECT, AND A DESCRIPTION OF PROJECT ACTIVITIES. THE PROJECT FINDINGS ARE PRESENTED IN CHAPTERS 3 AND 4. INFORMATION OBTAINED ABOUT SEVERAL OTHER EMPLOYER SERVICE PROGRAMS ARE PRESENTED IN CHAPTER 5 ALONG WITH A BRIEF SUMMARY OF THE RELATED FINDINGS FROM THE UPGRADING DEMONSTRATION PROJECTS. DRAWING UPON THE FINDINGS AND CONCLUSIONS CONTAINED THE PRECEDING THREE CHAPTERS, CHAPTER 6 OUTLINES A PROPOSED MODEL FOR DELIVERING MANPOWER ADVISORY SERVICES TO THE EMPLOYED WORKFORCE, EXPLAINS HOW THE PROPOSED MODEL MIGHT FIT IN AS A COMPONENT OF NATIONAL MANPOWER POLICY, AND MAKES SUGGESTIONS FOR FUTURE DIRECTIONS. (VOLUME II, BOUND SEPARATELY, CONTAINS THE TECHNICAL APPENDIXES TO WHICH REFERENCE IS MADE IN VOLUME I.) (AUTHOR/JT)
ERIC: ED135986

2823 MANPOWER ADVISORY SERVICES IN THE WORKPLACE A MISSING LINK IN NATIONAL MANPOWER POLICY. VOLUME II--APPENDICES. MAR 76
HANSEN, GARY B.;BENTLEY, MARION T.
UTAH STATE UNIV., LOGAN. MANPOWER DEVELOPMENT SERVICE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. DOL-82-49-72-24
NOTES: 174P.; FOR RELATED DOCUMENTS SEE CE 009 862
CONSULTATION PROGRAMS, EMPLOYERS, INDUSTRY, JOB TRAINING, LAND GRANT UNIVERSITIES, LOCAL GOVERNMENT, MANAGEMENT SYSTEMS, MANPOWER DEVELOPMENT, MASTERS DEGREES, ON THE JOB TRAINING, PERSONNEL MANAGEMENT, PROFESSIONAL SERVICES, STATE UNIVERSITIES, TECHNICAL ASSISTANCE, WORKSHOPS, UTAH, UTAH STATE UNIVERSITY
THIS SECOND VOLUME OF A TWO-VOLUME FINAL REPORT CONTAINS APPENDIXES TO VOLUME I, THE DESCRIPTION AND FINDINGS OF A 3-YEAR RESEARCH AND DEMONSTRATION PROJECT IN WHICH THE UTAH STATE UNIVERSITY MANPOWER DEVELOPMENT SERVICE (MDS) WAS ESTABLISHED TO PROVIDE TECHNICAL ASSISTANCE TO PRIVATE AND PUBLIC AGENCY EMPLOYERS FOR IMPROVING PERSONNEL SYSTEMS, TRAINING APPROACHES, AND OTHER MANPOWER MANAGEMENT PRACTICES. INCLUDED IN THE APPENDIXES ARE THE MDS BROCHURE, THE DATA COLLECTION INSTRUMENTS, REPORT OF MDS SERVICES PROVIDED TO THE UTAH NEEDLECRAFT INDUSTRY, THE REVISED 1974-75 MDS PLAN OF WORK, ECONOMIC AND SOCIAL CHARACTERISTICS OF UTAH, SELECTED MDS CASES, MEMBERS OF THE MDS ADVISORY COUNCIL, OUTLINE OF MDS TRAINING PROGRAM FOR HUMAN RESOURCE ANALYSTS, OUTLINE OF UTAH STATE UNIVERSITYS MASTERS DEGREE PROGRAM IN HUMAN RESOURCE DEVELOPMENT, DESCRIPTION OF A MANPOWER MANAGEMENT TRAINING WORKSHOP FOR LOCAL GOVERNMENT OFFICIALS, AND A PROPOSAL TO PROVIDE CONSULTING SERVICES TO NORTHERN WASATCH ASSOCIATION OF GOVERNMENTS. (JT)
ERIC: ED135985

2824 MANPOWER AGENDA FOR AMERICA. 68
GINZBERG, ELI
NOTES: 250P.
COLLEGE STUDENTS, DELINQUENCY, DROPOUTS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT POTENTIAL, FEMALES, HIGH SCHOOL GRADUATES, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, NEGROES, PARAMEDICAL OCCUPATIONS, PHYSICIANS, POPULATION TRENDS, TECHNOLOGICAL ADVANCEMENT, UNEMPLOYMENT, YOUNG ADULTS
THIS DOCUMENT EXPLAINS THE PROBLEMS AND POLICIES WHICH PLACED MANPOWER IN A POSITION OF NATIONAL PRIORITY, DELINEATES THE VARIOUS MANPOWER PROGRAMS WHICH HAVE BEEN DESIGNED, AND EVALUATES THE DIRECTIONS IN WHICH THEY ARE MOVING. PART ONE ATTEMPTS TO PROVIDE AN OVERVIEW OF THE SLOW EVOLUTION OF MANPOWER POLICY SINCE THE FOUNDING OF THE REPUBLIC; EXAMINES THE DYNAMISM OF TECHNOLOGY AND ITS IMPACT ON CONTEMPORARY MANPOWER FROM THE VIEWPOINTS OF EMPLOYMENT AND SKILL; AND CONSIDERS THE LARGER PARAMETERS IN THE AMERICAN SOCIETY THAT CONTAIN AND SHAPE DEVELOPMENTS ON THE MANPOWER FRONT. FURTHERMORE, IT TRIES TO DIFFERENTIATE WHAT ACTUALLY HAS HAPPENED FROM WHAT IS BELIEVED TO HAVE HAPPENED. PART TWO TRIES TO DELINEATE THE PRINCIPAL FACTORS THAT CONTRIBUTE TO VARIOUS TYPES OF MANPOWER WASTE AND TO DRAW CONNECTIONS AND POINT OUT LINKAGES BETWEEN SOME FORMS OF SOCIAL PATHOLOGY. THE FINAL SECTION DEALS WITH POPULATION PRESSURES, TOGETHER WITH THE LONG-TERM UPWARD DRIFT IN THE PROPORTION OF YOUNG PEOPLE WHO COMPLETE HIGH SCHOOL AND ENTER COLLEGE, THE DRAFT, SHORTAGE OF PHYSICIANS, AND PARAMEDICAL MANPOWER. (NL)
ERIC: ED030808 MCGRAW-HILL BOOK COMPANY, 330 WEST 42 ST., NEW YORK, N.Y. 10036

2925 MANPOWER ALLOCATION MODEL. USERS MANUAL 15 JUL 69
LITTON SYSTEMS INC MONTEREY CALIF MELLONICS SYSTEMS DEVELOPMENT DIV
CONTRACT NO. N00022-69-C-0076
NOTES: 102P
PILOTS, NAVAL TRAINING, NAVAL PERSONNEL, MANPOWER, ALLOCATION MODELS
THE MANUAL IS DIVIDED INTO TWO MAJOR SECTIONS. ONE SECTION DESCRIBES THE OPERATIONAL INSTRUCTIONS, AND THE OTHER SECTION DESCRIBES THE COMPUTER PROGRAM FOR THE MODEL. THE MANUAL IS DESIGNED TO PROVIDE NAVY MANAGEMENT WITH INSTRUCTIONS ON THE USE OF THE MODEL AND TO PROVIDE THE PROGRAMMING SUPPORT STAFF WITH DETAILED INSTRUCTIONS AND GUIDELINES ON THE USE AND MODIFICATION OF THE MODELS COMPUTER PROGRAMS. (AUTHOR)
NTIS: AD-698 128 CFSTI PRICES HC$6.00 MF$0.95

2926 MANPOWER AND EMPLOYMENT STATISTICS PUBLICATIONS OF THE BUREAU OF LABOR STATISTICS: A SELECTED BIBLIOGRAPHY. FEB 69
DELAP, OWEN E., COMP.
NOTES: 35P.
ANNOTATED BIBLIOGRAPHIES, EMPLOYMENT LEVEL, EMPLOYMENT STATISTICS, LABOR FORCE
THIS BIBLIOGRAPHY IS COMPOSED OF 338 CITATIONS, SOME OF WHICH ARE ANNOTATED, WITH EMPHASIS ON DOCUMENTS PUBLISHED FROM 1963 TO THE PRESENT. THE ENTRIES WERE SELECTED TO SERVE A VARIETY OF INTERESTS DECISION-MAKING, TEACHING, AND RESEARCH. LISTINGS ARE ARRANGED ALPHABETICALLY ACCORDING TO AUTHOR UNDER THE GENERAL DIVISIONS OF (1) PERIODICALS, (2) PROGRAM CONCEPTS AND METHODS, (3) LABOR FORCE, EMPLOYMENT AND UNEMPLOYMENT, (4) INDUSTRY TRENDS, (5) REGIONAL STATE AND AREA TRENDS, (6) PROJECTIONS OF MANPOWER REQUIREMENTS, (7) OCCUPATIONAL OUTLOOK, (8) OCCUPATIONAL EMPLOYMENT, (9) LABOR AND MATERIAL REQUIREMENTS FOR CONSTRUCTION, (10) JOB VACANCY STATISTICS, (11) HOURS OF WORK AND (12) MISCELLANEOUS. ENTRIES INCLUDE JOURNAL ARTICLES, CONFERENCE PROCEEDINGS, MONOGRAPHS, AND SPECIAL REPORTS IN THE FIELD OF MANPOWER AND EMPLOYMENT STATISTICS. INSTRUCTIONS ARE INCLUDED FOR OBTAINING THE PUBLICATIONS LISTED. (CH)
AIM/ARM: VT009356

2927 MANPOWER AND EMPLOYMENT. A SOURCE BOOK FOR SOCIAL WORKERS MAR 72
PURVINE, MARGARET
COUNCIL ON SOCIAL WORK EDUCATION, NEW YORK.
CONTRACT NO. OL-92-34-70-13
NOTES: FINAL REPT 29 JUN 70-31 MAR 72 286P
MANPOWER UTILIZATION, HANDBOOKS, SOCIAL WELFARE, MANPOWER UTILIZATION, SOCIAL WORKERS, SOURCE BOOKS, LABOR MARKET, MANPOWER DEVELOPMENT PROGRAMS, OMPER
THE PROJECT PURPOSE WAS TO DEVELOP A SOURCE BOOK ON MANPOWER, TO BE USED BY SOCIAL WORKERS TO INCREASE THEIR KNOWLEDGE AND ENHANCE THEIR PROFESSIONAL SKILLS. THE REPORT DESCRIBES THE SOURCES OF INFORMATION USED AND THE PROBLEMS ENCOUNTERED IN DEVELOPING THE SOURCE BOOK, AND DISCUSSES WAYS IN WHICH THE BOOK CAN BE USED IN SOCIAL WORK EDUCATION. THE REPORT INCLUDES THE TABLE OF CONTENTS AND A BRIEF SUMMARY OF EACH SELECTION IN THE SOURCE BOOK.
NTIS: PB-220 823/9 NTIS PRICES PC$6.50/MF$0.95

2928 MANPOWER AND ITS EDUCATION AND TRAINING. 68
HOROWITZ, MORRIS;AND OTHERS
NOTES: 45P.; IN PROCEEDINGS OF THE 20TH ANNUAL WINTER MEETING OF THE INDUSTRIAL RELATIONS RESEARCH ASSOCIATION, WASHINGTON, D.C., DECEMBER 28-29, 1967
AGE DIFFERENCES, COST EFFECTIVENESS, DISADVANTAGED GROUPS, FEDERAL PROGRAMS, JOB TRAINING, MANPOWER DEVELOPMENT, ON THE JOB TRAINING, PROGRAM EVALUATION, TOOL AND DIE MAKERS, VOCATIONAL APTITUDE, VOCATIONAL RETRAINING, MANPOWER DEVELOPMENT AND TRAINING ACT
THIS SECTION OF THE PROCEEDINGS OF THE 20TH ANNUAL WINTER MEETING OF THE INDUSTRIAL RELATIONS RESEARCH ASSOCIATION CONSISTS OF THREE PAPERS ON ASPECTS OF MANPOWER EDUCATION. A BOSTON STUDY ON TRAINING OF TOOL AND DIE MAKERS SOUGHT TO ASCERTAIN WHICH OF SEVERAL IDENTIFIABLE TRAINING PATHS WAS MOST PRODUCTIVE IN TERMS OF WORKER PERFORMANCE. IT FOUND THAT FACTORS OTHER THAN TRAINING ARE PROBABLY IMPORTANT DETERMINANTS OF ABILITY AND THAT LARGE DIFFERENCES OF QUALITY AND EFFECTIVENESS EXISTED IN TRAINING. THE SECOND PAPER, SEEKING TO DETERMINE EFFECTIVENESS OF FEDERAL VOCATIONAL RETRAINING PROGRAMS IN ATTAINING THEIR LEGISLATIVE GOALS, FOUND THAT WHILE TRAINING DID PRODUCE RESULTS, THE PROGRAMS (IN PARTICULAR THE MANPOWER DEVELOPMENT TRAINING ACT PROGRAMS) WERE NOT REACHING THEIR GOALS FOR TRAINING THE DISADVANTAGED, ESPECIALLY IN TERMS OF ON THE JOB TRAINING. THE CONNECTICUT STUDY, SEEKING TO DISCOVER THE ACTUAL TREND IN RETRAINING BENEFITS AND HOW TRAINEE CHARACTERISTICS AFFECTED THEM, FOUND THAT VESTIBULE RETRAINING YIELDED SUBSTANTIAL AVERAGE LONG-TERM BENEFITS, AND THAT THE AGE OF THE TRAINEE WAS A SIGNIFICANT VARIABLE. METHODOLOGICAL DIFFICULTIES IN RESEARCH OF THIS KIND WERE RECOGNIZED AND DISCUSSED. (DM)
ERIC: ED029186 INDUSTRIAL RELATIONS RESEARCH ASSOCIATION, SOCIAL SCIENCES BUILDING, MADISON, WISCONSIN 53706 ($5.00)

2929 MANPOWER AND OPERATIONS RESEARCH STUDIES OF THE U.S. EMPLOYMENT SERVICE AND STATE EMPLOYMENT SERVICES 1958-1967, A SELECTED BIBLIOGRAPHY. 68
BUREAU OF EMPLOYMENT SECURITY (DEPT. OF LABOR), WASHINGTON, D.C.
NOTES: 153P.
BIBLIOGRAPHIES, COUNSELING SERVICES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, EMPLOYMENT STATISTICS, FEDERAL PROGRAMS, HUMAN RESOURCES, JOB ANALYSIS, LABOR MARKET, OCCUPATIONAL SURVEYS, RESEARCH PROJECTS, STATE AGENCIES, STATE PROGRAMS, TESTING PROGRAMS, UNEMPLOYMENT

(CONT.)
2829 THE PURPOSE OF THIS EXTENSIVE BIBLIOGRAPHY IS TO ACQUAINT RESEARCHERS, IN THE EMPLOYMENT SECURITY SYSTEM, AND IN OTHER GROUPS WITH A WIDE RANGE OF EMPLOYMENT STUDIES. ITEMS RESULTING FROM RESEARCH ACTIVITIES OVER A 10-YEAR PERIOD ARE CATEGORIZED BY STATES UNDER THESE HEADINGS (1) STUDIES OF EMPLOYMENT OFFICE SERVICES TO WORKERS AND EMPLOYERS, (2) JOB OPPORTUNITY RESEARCH, (3) IMPROVEMENT OF EMPLOYMENT AND RELATED ESTABLISHMENT DATA, (4) IMPROVING STATE AND AREA UNEMPLOYMENT AND RELATED LABOR FORCE DATA, (5) SPECIAL MANPOWER AND JOB MARKET STUDIES, (6) OCCUPATIONAL ANALYSIS RESEARCH, (7) TEST DEVELOPMENT RESEARCH, (8) STUDIES OF COUNSELING RESEARCH, (9) STUDIES OF AGRICULTURAL WORKERS, AND (10) HUMAN RESOURCES DEVELOPMENT STUDIES. (EM)
ERIC: ED026516

2830 MANPOWER AND SOCIAL DEVELOPMENT DEC 70
CAMPBELL, IAN
CANADIAN VOCATIONAL JOURNAL;6;4;14-17
EDUCATIONAL PROGRAMS, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, PROGRAM PLANNING, SOCIAL DEVELOPMENT, UNEMPLOYED, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, CANADA
ERIC: EJ031681

2831 MANPOWER AND SOCIAL POLICY IN THE NETHERLANDS. REVIEWS OF MANPOWER AND SOCIAL POLICIES NO. 6. 67
ORGANISATION FOR ECONOMIC COOPERATION AND DEVELOPMENT, PARIS (FRANCE).
NOTES: 293P.
DEMOGRAPHY, ECONOMIC DEVELOPMENT, EMPLOYMENT PROGRAMS, FOREIGN COUNTRIES, GOVERNMENT ROLE, MANPOWER DEVELOPMENT, ORGANIZATION, PUBLIC POLICY, NETHERLANDS
THE NETHERLANDS HAS ADOPTED AS ITS MANPOWER POLICY THE FULL EMPLOYMENT OF ITS HUMAN RESOURCES IN AN EXPANDING ECONOMY. ACTIVITIES WHICH HAVE BEEN PARTICULARLY SUCCESSFUL INCLUDE REGIONAL DEVELOPMENT, SUPPLEMENTARY EMPLOYMENT PROGRAMS, SOCIAL EMPLOYMENT, AND STABILIZATION OF SEASONAL EMPLOYMENT IN CONSTRUCTION. ADDITIONAL EFFORTS ARE NEEDED TO LINK THE EXISTING PROGRAMS INTO A COORDINATED INSTRUMENT OF MANPOWER POLICY. (BH)
ERIC: ED059361 OECD PUBLICATIONS CENTER, SUITE 1207, 1750 PENNSYLVANIA AVE., N.W., WASHINGTON, D.C. 20006 ($4.80)

2832 MANPOWER AND THE CITY. 69
BOLINO, AUGUST C.
NOTES: 308P.
BIBLIOGRAPHIES, DISADVANTAGED GROUPS, EDUCATIONAL BACKGROUND, FEDERAL PROGRAMS, GOVERNMENT ROLE, INCOME, LABOR FORCE, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, ON THE JOB TRAINING, STATISTICAL DATA, UNEMPLOYMENT, URBAN AREAS, URBAN RENEWAL, VOCATIONAL EDUCATION, YOUTH
STRESSING THE PROBLEMS OF AMERICAN INNER CITIES, THIS VOLUME REVIEWS MAJOR MANPOWER PROBLEMS IN THEIR URBAN SETTING, VARIOUS FEDERAL TRAINING AND EDUCATIONAL APPROACHES TO MAXIMIZING THE USE OF MANPOWER, AND THE DIRECTIONS THAT THESE PROGRAMS MAY TAKE DURING THE 1970S. CHAPTER 1 REVIEWS THE GENERAL ECONOMIC CONDITIONS OF AMERICAN CITIES. EMPLOYMENT PROSPECTS, EDUCATIONAL REQUIREMENTS, TRANSPORTATION, AND OTHER ASPECTS OF MANPOWER USE ARE TREATED IN THE NEXT THREE CHAPTERS. RESULTS OF THE LACK OF COORDINATION IN FEDERAL AND OTHER MANPOWER PROGRAMS ARE DOCUMENTED IN CHAPTER 5. NEW APPROACHES TO URBAN RENEWAL, IMPROVEMENTS IN EDUCATION, INCOME PROPOSALS, AND NEW PATTERNS OF GOVERNMENTAL FUNDING AND REVENUE SHARING, ARE DISCUSSED AS WAYS OF MAKING BETTER USE OF MANPOWER. AFTER SUMMARIZING ITS MAIN POINTS, THE BOOK CLOSES WITH THREE TENTATIVE PREDICTIONS THE OFFICE OF ECONOMIC OPPORTUNITY WILL BE DISMANTLED: MORE MONEY AND AUTHORITY WILL GO TO THE STATES: THE BUDGET FOR MANPOWER AND POVERTY WILL CONTINUE TO BE BASED ON RHETORIC RATHER THAN REALITY. (THE DOCUMENT INCLUDES AN INDEX, 34 TABLES AND CHARTS, GENERAL BIBLIOGRAPHY, AND A LIST OF MANPOWER ADMINISTRATION RESEARCH REPORTS.) (LY)
ERIC: ED037635 SCHENKMAN PUBLISHING COMPANY, INC., 1 STORY STREET, HARVARD SQUARE, CAMBRIDGE, MASSACHUSETTS 02138 ($8.95)

2833 MANPOWER AND THE PUBLIC EMPLOYMENT SERVICE IN EUROPE, A STUDY OF PROGRAMS AND OPERATIONS. DEC66
GREEN, ALFRED E.
DISTRICT OF COLUMBIA MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 226P.
COMPARATIVE ANALYSIS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, FOREIGN COUNTRIES, GOVERNMENT ROLE, JOB PLACEMENT, LABOR MARKET, OCCUPATIONAL GUIDANCE, PROGRAM ADMINISTRATION, UNEMPLOYMENT INSURANCE, FEDERAL REPUBLIC OF GERMANY, FRANCE, GREAT BRITAIN, SWEDEN, THE NETHERLANDS, YUGOSLAVIA
THE HEAD ADMINISTRATOR OF THE NEW YORK STATE DEPARTMENT OF LABORS DIVISION OF EMPLOYMENT VISITED SWEDEN, FRANCE, YUGOSLAVIA, THE NETHERLANDS, GREAT BRITAIN, AND THE FEDERAL REPUBLIC OF GERMANY DURING JUNE AND JULY OF 1966. INTERVIEWS WERE HELD WITH PUBLIC EMPLOYMENT PERSONNEL IN ALL ECHELONS AND WITH OFFICIALS OF REGIONAL ECONOMIC ORGANIZATIONS TO AID IN THE COMPARATIVE ANALYSIS OF EACH COUNTRYS PUBLIC EMPLOYMENT SERVICE ORGANIZATIONAL STRUCTURE, FUNCTIONS, STAFFING PATTERNS, AND BUDGETING PROCEDURES. SOME OF THE MOST GENERAL OBSERVATIONS WERE--(1) EUROPEAN EXPERIENCE SHOWS THAT THE PUBLIC EMPLOYMENT SERVICE MAY BE OUTSTANDINGLY SUCCESSFUL UNDER CONDITI ONS OF CLOSE INTEGRATION WITH UNEMPLOYMENT INSURANCE AS WELL AS UNDER CONDITI ONS OF ABSOLUTE SEPARATISM, (2) IN NONE OF THE COUNTRIES, EXCEPT GREAT BRITAIN, DO PRIVATE EMPLOYMENT

(CONT.)

2833 AGENCIES ORGANIZED FOR PROFIT OPERATE EXTENSIVELY, (3) IN ALL SIX COUNTRIES THERE IS MORE KNOWLEDGE OF JOB VACANCIES AND AVAILABLE JOB-SEEKERS THAN IN THE UNITED STATES, (4) INTER-AREA LABOR MARKET CLEARANCE IS SUPPORTED IN THE SEVERAL EUROPEAN COUNTRIES BY SUBSTANTIVE PROGRAMS WHICH PROMOTE LABOR AND MANAGEMENT MOBILITY, SUCH AS RELOCATION ALLOWANCES, TAX INCENTIVES FOR PLANT LOCATION, AND OTHERS, AND (5) PUBLIC SERVICE EMPLOYMENT PROGRAMS IN GREAT BRITAIN, SWEDEN, WEST GERMANY, AND THE NETHERLANDS ENABLE THE PUBLIC EMPLOYMENT SERVICES TO PLACE THE HARD-CORE UNEMPLOYED IN JOBS WITH THE GOVERNMENT AS EMPLOYER. (ET)
ERIC: ED021047

2834 MANPOWER ASPECTS OF RECENT ECONOMIC DEVELOPMENTS IN EUROPE. 69
INTERNATIONAL LABOUR OFFICE, GENEVA (SWITZERLAND).
NOTES: 177P.
ECONOMICS, EDUCATION, EMPLOYMENT, FEMALES, FOREIGN COUNTRIES, LABOR FORCE, MANPOWER DEVELOPMENT, MIGRATION PATTERNS, OLDER ADULTS, PHYSICALLY HANDICAPPED, POLICY, SURVEYS, TRAINING, EUROPE
THIS BOOK EXAMINED ECONOMIC GROWTH AND MANPOWER POLICY AND DEVELOPMENTS IN EUROPE. CHAPTER I PRESENTS STATISTICAL DATA ON LABOR FORCE GROWTH, TRENDS IN UNEMPLOYMENT, OCCUPATIONAL STRUCTURE, AND TECHNOLOGICAL CHANGE FOR 1950-65 AND MADE PROJECTIONS FOR 1965-80. THE SECOND CHAPTER IS AN ANALYSIS OF THE RELATIONSHIP OF MANPOWER POLICY TO GENERAL ECONOMIC AND SOCIAL POLICY, WHILE CHAPTER 3 STUDIED THE ADAPTABILITY OF THE LABOR FORCE IN TERMS OF LABOR AND GEOGRAPHIC MOBILITY. EMPLOYMENT GOALS FOR REGIONAL DEVELOPMENT POLICY, INTERNATIONAL MIGRATION (INCLUDING THE BRAIN DRAIN) AND CHANGES TAKING PLACE IN EDUCATION AND VOCATIONAL ORIENTATION AND TRAINING, AND SPECIAL CATEGORIES OF WORKERS AS WOMEN, THE DISABLED, AND OLDER ADULTS ARE DISCUSSED IN LATER CHAPTERS. (BC)
ERIC: ED035758 INTERNATIONAL LABOUR OFFICE, SALES SECTION, 1211 GENEVA 22, SWITZERLAND

2835 MANPOWER CHALLENGE OF THE 1970S - INSTITUTIONS AND SOCIAL CHANGE, POLICY STUDIES IN EMPLOYMENT AND WELFARE NO. 2. 70
RUTTENBERG, STANLEY H.;GUTCHESS, JOCELYN
FORD FOUNDATION, NEW YORK, N.Y.
NOTES: 134P.
ADMINISTRATIVE ORGANIZATION, ADMINISTRATIVE PROBLEMS, DISADVANTAGED GROUPS, FEDERAL LEGISLATION, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, ORGANIZATIONAL CHANGE, PROGRAM COORDINATION, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, PROGRAM IMPROVEMENT
BY TRACING THE DEVELOPMENT AND OPERATION OF THE LAWS UNDERLYING THE PRESENT MANPOWER PROGRAM, THIS REPORT POINTS OUT THE CONTRADICTIONS, OVERLAP, AND DUPLICATION WHICH IS BUILT INTO THE SYSTEM. LACK OF COORDINATION AMONG PROGRAMS IS COMPOUNDED BY SEPARATE FUNDING, WHICH INCREASES FRICTION BETWEEN DIFFERENT LEVELS OF GOVERNMENT. THE REPORT DEVELOPS A MODEL FOR A COMPREHENSIVE MANPOWER SYSTEM WHICH WILL ACHIEVE NATIONAL GOALS EFFECTIVELY, WHILE REMAINING FLEXIBLE ENOUGH TO MEET LOCAL PROBLEMS. (BH)
ERIC: ED044510 THE JOHNS HOPKINS PRESS, BALTIMORE, MARYLAND 21218

2836 MANPOWER DATA AND VOCATIONAL EDUCATION A NATIONAL STUDY OF AVAILABILITY AND USE. 75
OPENES, D. W.;KATZ, DOUGLAS S.
NORTH CAROLINA STATE UNIV., RALEIGH, CENTER FOR OCCUPATIONAL EDUCATION. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. NE-C-00-3-0069
NOTES: 183P.
DATA COLLECTION, EDUCATIONAL NEEDS, EDUCATIONAL PROGRAMS, EMPLOYMENT STATISTICS, FEDERAL PROGRAMS, INFORMATION NEEDS, INFORMATION UTILIZATION, INTERAGENCY COOPERATION, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, NATIONAL SURVEYS, STATE AGENCIES, STATISTICAL DATA, VOCATIONAL EDUCATION
THE DOCUMENT STUDIES THE AVAILABILITY AND USE OF MANPOWER DATA IN VOCATIONAL EDUCATION AND DELINEATES THE UNDERLYING FACTORS INFLUENCING DATA USAGE. INFORMATION WAS COLLECTED FROM 10 STATES SELECTED FROM 10 FEDERAL REGIONS. DESCRIPTIONS OF THE FINDINGS ARE PRESENTED FOR EACH AGENCY ACCORDING TO THE FOLLOWING CATEGORIES (1) STATE VOCATIONAL EDUCATION AGENCIES; (2) LOCAL VOCATIONAL EDUCATION AGENCIES; (3) STATE AND LOCAL EMPLOYMENT SECURITY AGENCIES; AND (4) REGIONAL OFFICES OF THE UNITED STATES OFFICE OF EDUCATION, BUREAU OF LABOR STATISTICS, AND MANPOWER ADMINISTRATION. EXEMPLARY PRACTICES AT THE STATE AND LOCAL LEVELS ARE LISTED AND INCLUDE ORGANIZATIONAL RELATIONSHIPS BETWEEN EMPLOYMENT SERVICE AND VOCATIONAL EDUCATION AGENCIES, SPECIAL SERVICES PROVIDED BY EMPLOYMENT SECURITY AGENCIES, AND INNOVATIVE USES OF MANPOWER DATA BY VOCATIONAL EDUCATORS. FACTORS INFLUENCING THE AVAILABILITY AND USE OF MANPOWER DATA ARE IDENTIFIED STUDENT DEMAND, PERSONAL KNOWLEDGE, LOCAL AUTONOMY, AGENCY ISOLATION, AND REVENUE-SHARING. RECOMMENDATIONS FOR IMPROVING THE AVAILABILITY AND USE OF MANPOWER DATA ARE PRESENTED FOR THE CONGRESS, COMMISSIONER OF EDUCATION, COMMISSIONER OF LABOR STATISTICS,, AND ASSISTANT SECRETARY OF LABOR FOR MANPOWER. REFERENCES ARE INCLUDED. APPENDED MATERIALS INCLUDE THE METHODOLOGY, THE OCCUPATIONAL EMPLOYMENT STATISTICS PROGRAM, AND A COPY OF THE INTERAGENCY AGREEMENT FOR THE DEVELOPMENT OF OCCUPATIONAL MANPOWER INFORMATION. (AUTHOR/EC)
ERIC: ED118905

2837 A MANPOWER DELIVERY SYSTEM IMPLICATIONS FOR CURRICULUM DEVELOPMENT. JUN 70
SMITH, ROBERT G., JR.
HUMAN RESOURCES RESEARCH ORGANIZATION, ALEXANDRIA, VA.

(CONT.)

2837 NOTES: 110.
CURRICULUM DEVELOPMENT, EDUCATIONAL PLANNING, MANPOWER NEEDS, MODELS, OCCUPATIONAL GUIDANCE, SYSTEMS ANALYSIS, VOCATIONAL EDUCATION
A SIMPLIFIED AND ABSTRACT MODEL OF A MANPOWER DELIVERY SYSTEM IS PRESENTED. THE RELATIONSHIPS AMONG THE FUNCTIONS OF OCCUPATIONAL DEMANDS, GUIDANCE ACTIVITIES, PLACEMENT WORK, OCCUPATIONAL BARRIERS, AND INTERESTS OF THE JOB-SEEKER ARE DISCUSSED. THE MODEL POINTS OUT TO EDUCATIONAL AND TRAINING PLANNERS THE PRINCIPAL ASPECTS TO CONSIDER WHEN CONDUCTING A SYSTEM ANALYSIS FOR VOCATIONAL OR PROFESSIONAL EDUCATION. (AUTHOR)
ERIC: ED053385 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (AD-713 499, MF $.95, HC $3.00)

2838 MANPOWER DEMAND INFORMATION GUIDELINES FOR EDUCATIONAL, VOCATIONAL EDUCATION, AND MANPOWER PLANNING. RESEARCH AND DEVELOPMENT SERIES NO. 94. JUN 73
YOUNG, ROBERT C.
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL AND TECHNICAL EDUCATION. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 114P.
DATA COLLECTION, EDUCATIONAL PLANNING, EMPLOYMENT, EMPLOYMENT PROJECTIONS, EMPLOYMENT SERVICES, EMPLOYMENT TRENDS, HUMAN RESOURCES, MANPOWER DEVELOPMENT, MANPOWER NEEDS, OCCUPATIONAL SURVEYS, VOCATIONAL EDUCATION, MANPOWER RESEARCH
THE PURPOSE OF THIS DOCUMENT IS TO FACILITATE THE INCORPORATION OF MANPOWER DEMAND INFORMATION INTO THE PROCESS OF EDUCATIONAL, MANPOWER, AND VOCATIONAL EDUCATION PLANNING. THE CONCEPTS OF DEMAND AND THE IMPORTANCE OF USING SUCH DATA ALONG WITH OTHER DATA IN HUMAN RESOURCES PLANNING IS DISCUSSED. THIS IS FOLLOWED BY A DETAILED DISCUSSION OF TYPES OF DEMAND DATA, BEGINNING WITH THE OCCUPATIONAL FORECAST. THE COLORADO COOPERATIVE AGREEMENT BETWEEN THE VOCATIONAL EDUCATION AND EMPLOYMENT SERVICE STAFFS IS DISCUSSED IN SOME DETAIL BECAUSE OF ITS ASSUMED IMPACT ON THE QUALITY AND UTILIZATION OF FORECAST DATA AS WELL AS THE QUALITY OF VOCATIONAL EDUCATION PLANNING AND ADMINISTRATION. SUBSTANTIAL SPACE IS GIVEN TO DISCUSSION OF THE VALUE AND USE OF STUDENT FOLLOWUP INFORMATION. OTHER STATE EMPLOYMENT SERVICE DEMAND DATA AND PROBLEMS IN CONVERTING OCCUPATIONAL TO EDUCATIONAL TAXONOMIES ARE ALSO DISCUSSED. SIXTY PAGES OF APPENDIXES INCLUDE THE COLORADO AGREEMENT, SAMPLE OCCUPATIONAL EMPLOYMENT SURVEY QUESTIONNAIRES, THE 1970 CENSUS LIST OF OCCUPATIONS, A PAPER ON THE DATA PROBLEM VERSUS OTHER PROBLEMS IN STATE AND LOCAL MANPOWER PLANNING, EMPLOYMENT STATISTICS FOR COLORADO, 1970-1975, AND FOR METROPOLITAN AREAS FOR 1971-1972, AND A 33-ITEM BIBLIOGRAPHY. (AUTHOR/SA)
ERIC: ED094140

2839 THE MANPOWER DEVELOPMENT AND TRAINING ACT A REVIEW OF TRAINING ACTIVITIES. AUG 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 28P.
DISADVANTAGED GROUPS, EMPLOYMENT PROGRAMS, HISTORICAL REVIEWS, JOB TRAINING, MANPOWER DEVELOPMENT, PARTICIPANT CHARACTERISTICS, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, VOCATIONAL EDUCATION, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA PROGRAMS
A GENERAL DISCUSSION OF THE HISTORY OF THE TITLE II TRAINING PROGRAM BRIEFLY REVIEWS ACCOMPLISHMENTS FROM ITS BEGINNING IN AUGUST 1962 THROUGH THE END OF 1966. DURING THIS PERIOD, TRAINING OPPORTUNITIES UNDER INSTITUTIONAL, ON-THE-JOB, AND COMBINATION PROGRAMS WERE AUTHORIZED FOR OVER 535,000 PERSONS AT A COST OF OVER $1 BILLION. TRAINING WAS CONDUCTED IN ALL THE MAJOR OCCUPATIONAL GROUPS AND IN MORE THAN 1,300 DIFFERENT OCCUPATIONS. ABOUT FOUR-FIFTHS OF THE GRADUATES SURVEYED DURING THE FIRST YEAR AFTER TRAINING COMPLETION REPORTED THAT THEY WERE EMPLOYED. IN RESPONSE TO CHANGING LABOR MARKET CONDITIONS, SIGNIFICANT AMENDMENTS TO THE ACT WERE PASSED BY CONGRESS IN 1963, 1965, AND 1966, MAKING IT A DYNAMIC AND FLEXIBLE STATUTE TO SERVE THE NATIONS EVER-CHANGING MANPOWER PROFILE. MANPOWER TRAINING PRESENTLY FOCUSES ON THE TWO MAJOR PROBLEMS OR EMERGING SKILL SHORTAGES IN THE ECONOMY AND THE SERIOUS EMPLOYMENT PROBLEMS OF THE DISADVANTAGED, WITH ABOUT TWO-THIRDS OF THE PROGRAM EFFORT BEING DIRECTED TOWARD THE LATTER PROBLEM. THE PRESENT PROGRAM EMPHASIS WILL CONTINUE ALONG WITH SOME NEW ACTIVITIES SUCH AS TRAINING FOR THE PART-TIME EMPLOYED AND FOR PRISON INMATES, BOTH RESULTS OF THE 1966 AMENDMENTS TO THE ACT. (ET)
ERIC: ED023801

2840 MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962, MDTA HANDBOOK, CHAPTER II, TRAINING NEEDS SURVEY. MAR 65
BUREAU OF EMPLOYMENT SECURITY (DEPT. OF LABOR), WASHINGTON, D.C.
NOTES: 24P.
DATA COLLECTION, EDUCATIONAL NEEDS, EMPLOYMENT OPPORTUNITIES, FEDERAL PROGRAMS, MANPOWER NEEDS, OCCUPATIONAL SURVEYS, VOCATIONAL EDUCATION, MDTA PROGRAMS, MANPOWER DEVELOPMENT AND TRAINING ACT
ESTIMATES OF AREA OCCUPATIONAL TRAINING NEEDS ARE REQUIRED OR ESTABLISHING TRAINING OR RETRAINING PROGRAMS UNDER FEDERAL LEGISLATION. PROCEDURES FOR IDENTIFYING OCCUPATIONS IN SHORT SUPPLY ARE DESCRIBED SELECTING OCCUPATIONS FOR REVIEW, SURVEYING SELECTED OCCUPATIONS AND ESTABLISHMENTS, AND TABULATING AND ANALYZING DATA. INSTRUMENTS INCLUDED ARE (1) A CHECKLIST FOR DETERMINING MINIMUM TRAINING NEEDS, BY OCCUPATION, (2) A SAMPLE LETTER FOR INTRODUCING A TRAINING NEEDS SURVEY, (3) AN EMPLOYER REPORT ON MANPOWER NEEDS IN SELECTED OCCUPATIONS, PARTS I AND II, (4) A WORKSHEET, SUMMARY OF OCCUPATIONAL DATA, AND (5) A WORKSHEET-ESTIMATED 1-YEAR SUPPLY AND DEMAND, SELECTED OCCUPATION. SPECIFIC INSTRUCTIONS ARE ARE GIVEN FOR USING EACH INSTRUMENT. (JM)
ERIC: ED021997

2961 MANPOWER DEVELOPMENT AND TRAINING ACT OUTCOMES STUDY. FINAL REPORT. 1 APR 72
BARNES, H.;AND OTHERS
DECISION MAKING INFORMATION, INC., SANTA ANA, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
NOTES: 403P.
DISADVANTAGED GROUPS, ECONOMIC FACTORS, EMPLOYMENT PROGRAMS, INTERVIEWS, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, NATIONAL SURVEYS, PARTICIPANT CHARACTERISTICS, SOCIOMETRIC TECHNIQUES, STATISTICAL ANALYSIS, MANPOWER DEVELOPMENT AND TRAINING ACT
THE REPORT DESCRIBES AND ANALYZES DATA COLLECTED THROUGH PERSONAL INTERVIEWS OF A NATIONAL RANDOM SAMPLE OF 5,167 INDIVIDUALS TRAINED IN 1969 UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT. A DESCRIPTION IS GIVEN OF THE TRAINEES PERSONAL CHARACTERISTICS, THEIR HOUSEHOLD ENVIRONMENT, THEIR VIEW OF THE TRAINING EXPERIENCE, AND CHANGES THEY EXPERIENCED IN HOURLY WAGES, EMPLOYMENT AND ANNUAL INCOMES. ANALYTICALLY, A MULTI-VARIATE ANALYSIS HELPED TO IDENTIFY WHICH ENROLLEE CHARACTERISTICS WERE MOST IMPORTANT IN DETERMINING ECONOMIC OUTCOMES. NON-INTERVIEW DATA WERE GATHERED TO ASSESS THE GENERAL ECONOMIC ENVIRONMENT OF EACH TRAINING SITE AND TO MEASURE INDEPENDENTLY THE CHANGE IN EMPLOYMENT AND INCOME OF EACH ENROLLEE TO ASSESS INTERVIEWEE RESPONSE BIAS. (AUTHOR)
ERIC: ED074291 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 209 629, MF $.95; HC $6.00)

2962 MANPOWER DEVELOPMENT AND TRAINING IN CORRECTIONAL PROGRAMS. MDTA EXPERIMENTAL AND DEMONSTRATION FINDINGS NO. 3. 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 189P.
ADULT VOCATIONAL EDUCATION, AGENCY ROLE, CONFERENCE REPORTS, CORRECTIONAL EDUCATION, EDUCATIONAL PROBLEMS, EDUCATIONAL PROGRAMS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, INFORMATION DISSEMINATION, JOB PLACEMENT, LEGISLATION, PARTICIPANT CHARACTERISTICS, PRISONERS, PROGRAM ADMINISTRATION, PROGRAM EVALUATION, REHABILITATION COUNSELING, SPEECHES, MANPOWER DEVELOPMENT TRAINING ACT PROGRAMS, MDTA PROGRAMS
FOUR CONFERENCE ON MANPOWER DEVELOPMENT AND TRAINING IN CORRECTIONAL INSTITUTIONS WERE SPONSORED BY THE MANPOWER ADMINISTRATION TO BRING TOGETHER THE BASIC GROUPS OF PEOPLE CHARGED WITH RESPONSIBILITY IN PRISONER REHABILITATION AND TO DISSEMINATE TO THEM THE SIGNIFICANT RESULTS OF EXPERIMENTAL, DEMONSTRATION, AND RESEARCH PROJECTS ENGAGED IN PRE-RELEASE MANPOWER TRAINING FOR PRISONERS. THE FULL REPORT OF THE FIRST CONFERENCE PLUS SIGNIFICANT SECTIONS OF THE THREE LATER CONFERENCES ARE REPRINTED HERE AS PART OF THE SERIES OF MONOGRAPHS ON MANPOWER DEVELOPMENT AND TRAINING EXPERIMENTAL AND DEMONSTRATION FINDINGS PUBLISHED BY THE MANPOWER ADMINISTRATION. THE CONFERENCES WERE ALSO DESIGNED TO REACH DECISION MAKERS AT STATE AND LOCAL LEVELS WHO WOULD HAVE TO COORDINATE THEIR ACTIVITIES TO IMPLEMENT THE PROJECTED NATIONAL PILOT PROGRAM OF PRISON INMATE TRAINING UNDER SECTION 251 OF THE MANPOWER DEVELOPMENT AND TRAINING ACT. (CH)
ERIC: ED024790

2963 MANPOWER DEVELOPMENT AND UTILIZATION IN THE CONTRACT CONSTRUCTION INDUSTRY. 72
DUNLOP, JOHN T.;MILLS, D. Q.
HARVARD UNIV., CAMBRIDGE, MASS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 116P.
APPRENTICESHIPS, BUILDING TRADES, CONSTRUCTION INDUSTRY, EMPLOYMENT PRACTICES, JOB TRAINING, LABOR UNIONS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, RACIAL DISCRIMINATION, SEASONAL EMPLOYMENT
THIS REPORT EXAMINES THE CHARACTERISTICS OF THE LABOR MARKET IN THE CONSTRUCTION INDUSTRY AND ITS PROBLEMS IN MANPOWER DEVELOPMENT AND UTILIZATION. THE BASIC PROBLEM IS THE BOOM OR BUST NATURE OF THE INDUSTRY AND ITS FLUCTUATING DEMAND FOR LABOR, VARYING WITH THE SEASONS AND ALSO WITH THE LEVEL OF CONSTRUCTION ACTIVITY. PROBLEMS DISCUSSED IN THE REPORT INCLUDE THE NEED FOR IMPROVED MANPOWER PLANNING, RACIAL DISCRIMINATION AMONG BUILDING TRADES UNION MEMBERSHIPS, AND APPRENTICESHIP AND OTHER JOB TRAINING PROGRAMS. SOME OF THE WAYS TO ADJUST MANPOWER DEVELOPMENT TO MARKET CONDITIONS ARE CONSIDERED AND RECOMMENDATIONS FOR PUBLIC POLICY MADE. (MF)
ERIC: ED068701 NATIONAL TECHNICAL INFORMATION SERVICE, U. S. DEPARTMENT OF COMMERCE, 5285 PORT ROYAL ROAD, SPRINGFIELD, VA. 22151 (PB-209 263, MF $.95, SEE CATALOG FOR HARDCOPY PRICE)

2964 THE MANPOWER DEVELOPMENT COUNCIL, STATE OF IOWA. FINAL REPORT. 68
IOWA STATE MANPOWER DEVELOPMENT COUNCIL, DES MOINES.; IOWA STATE UNIV. OF SCIENCE AND TECHNOLOGY, AMES. INDUSTRIAL RELATIONS CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 151P.
AGENCY ROLE, DEMONSTRATION PROGRAMS, EXPERIMENTAL PROGRAMS, FEDERAL STATE RELATIONSHIP, INTERAGENCY COORDINATION, MANPOWER DEVELOPMENT, PROGRAM ADMINISTRATION, PROGRAM COORDINATION, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, STATE AGENCIES, IOWA STATE MANPOWER DEVELOPMENT COUNCIL, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA PROGRAMS
THE IOWA STATE MANPOWER DEVELOPMENT COUNCIL WAS ESTABLISHED AS AN EXPERIMENT IN LOCAL COORDINATION OF FEDERAL, STATE AND COMMUNITY MANPOWER PROGRAMS. SHIFTS IN THE OCCUPATIONAL AND INDUSTRIAL ATTACHMENT OF WORKERS AND HEAVY OUT-MIGRATIONS OF WORKERS FROM RURAL TO URBAN AREAS UNDERSCORED THE IMPORTANCE OF HUMAN RESOURCE DEVELOPMENT. THE MAJOR GOAL OF THE COUNCIL WAS TO DEVELOP AN ACTIVE, COHESIVE AND COMPREHENSIVE SYSTEM OF HUMAN RESOURCE DEVELOPMENT THROUGH THE FIVE FUNCTIONS OF COORDINATION, TECHNICAL

(CONT.)
2844 ASSISTANCE, LIAISON, INFORMATION, AND INNOVATION. SOME MAJOR ACTIVITIES PROMOTED BY THE COUNCIL WERE (1) SURVEYS OF MANPOWER NEEDS AND RESOURCES, (2) YOUTH PROGRAMS, (3) MOBILITY PROJECTS, (4) INSTITUTIONAL TRAINING PROGRAMS, (5) ON-THE-JOB TRAINING PROGRAMS, (6) OLDER WORKER PROGRAMS, (7) COMMUNITY ACTION PROGRAMS, (8) PHYSICAL, MENTAL AND SOCIAL HANDICAPPED PREVOCATIONAL COUNSELING CENTERS, AND (9) JOB VACANCY SURVEY. THE ORGANIZATION OF THE COUNCIL INCLUDES THE THREE MAJOR DIVISIONS TO HANDLE EXPERIMENTAL AND DEMONSTRATION PROGRAMS, PROGRAM DEVELOPMENT AND TECHNICAL ASSISTANCE, AND HUMAN RESOURCES PLANNING. THE NARRATIV E CONTAINS A DISCUSSION OF THE EXPERIMENTAL AND DEMONSTRATION PROGRAMS CONDUCTED, PROGRAMS DEVELOPED, UTILIZATION OF THE COUNCIL, AND A REVIEW AND EVALUATION. (DM)
ERIC: ED029118

2845 MANPOWER DEVELOPMENT IN APPALACHIA: AN APPROACH TO UNEMPLOYMENT. 68
ZELLER, FREDERICK A., ED.:MILLER, ROBERT W., ED.
NOTES: 303P.
DEMONSTRATION PROGRAMS, DEPRESSED AREAS (GEOGRAPHIC), DISADVANTAGED GROUPS, EMPLOYMENT, FEDERAL PROGRAMS, LABOR ECONOMICS, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER NEEDS, POLICY FORMATION, REGIONAL PROGRAMS, UNEMPLOYMENT, UNIVERSITY EXTENSION, VOCATIONAL EDUCATION, APPALACHIA
BEGINNING WITH A REVIEW OF THE PROBLEMS AND GENERAL CONDITIONS OF APPALACHIA, THIS BOOK ANALYZES PAST, PRESENT, AND FUTURE MANPOWER NEEDS AT BOTH THE NATIONAL AND REGIONAL LEVELS: OUTLINES AND DISCUSSES NOTEWORTHY FEDERAL PROGRAMS OF MANPOWER RESEARCH AND ACTION: EXAMINES THE ROLE OF FORMAL EDUCATION AND TRAINING IN MANPOWER DEVELOPMENT AS SEEN BY A LABOR LEADER, A UNIVERSITY PRESIDENT, AND THE UNDER SECRETARY OF LABOR: FOCUSES ON THE SOCIOLOGICAL, PSYCHOLOGICAL AND ECONOMIC DIMENSIONS OF EMPLOYMENT AND UNEMPLOYMENT: AND CONSIDERS IMPLICATIONS FOR THE FORMATION OF LONG-RANGE POLICIES. (LY)
ERIC: ED026551 FREDERICK A. PRAEGER, 111 FOURTH AVENUE, NEW YORK, N.Y. 10003.

2846 MANPOWER DEVELOPMENTS PROBLEMS AND PROSPECTS. CONFERENCE SERIES NO. 12. OCT 68
CZARNECKI, EDGAR R.
IOWA UNIV., IOWA CITY. CENTER FOR LABOR AND MANAGEMENT.
NOTES: 88P.
ADMINISTRATIVE POLICY, AREA VOCATIONAL SCHOOLS, COMMUNITY INVOLVEMENT, COMMUNITY ROLE, CONFERENCE REPORTS, DISADVANTAGED GROUPS, EMPLOYER EMPLOYEE RELATIONSHIP, FEDERAL PROGRAMS, FEDERAL STATE RELATIONSHIP, INDUSTRIAL RELATIONS, LABOR SUPPLY, LABOR UNIONS, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MINORITY GROUPS, LABOR MANAGEMENT CONFERENCE
THE THEME OF THIS CONFERENCE WAS THE FULL UTILIZATION OF HUMAN RESOURCES. THE FEDERAL GOVERNMENTS IMPACT ON MANPOWER TRAINING, BY STANLEY RUTTENBERG FOCUSED ON THE INTERACTION OF FEDERAL, STATE, AND LOCAL SYSTEMS OF GOVERNMENT WITH COMMUNITY ACTION AGENCIES, MANPOWER COMMITTEES, AND COUNCILS IN PROVIDING INCREASED JOB OPPORTUNITIES. AN ASSESSMENT OF IOWA MANPOWER, BY HAROLD E. HUGHES STRESSED THE FACT THAT WE HAVE FALLEN SHORT IN ONE MAJOR AREA, NAMELY, MATCHING MEN AND JOBS. THESE TWO SPEECHES ARE PRESENTED IN FULL, TOGETHER WITH PAPERS PRESENTED AT FIVE CONCURRENT WORKSHOPS WHICH WERE DESIGNED TO PROVIDE STIMULATING AREAS FOR CONCENTRATED ATTENTION ON THE RESOLUTION OF DIFFICULTIES IN RECRUITING, HIRING, PROMOTING, AND RETIRING WORKFORCE PARTICIPANTS. RECOMMENDATIONS INCLUDE (1) MANAGEMENT, UNIONS, AND GOVERNMENT MUST WORK TOGETHER FOR THE RESOLUTION OF OUR SOCIAL NEEDS, (2) MANAGEMENT NEEDS A SPECIFIC PROGRAM FOR EACH LEVEL OF SKILL, (3) THE STATUS OF THE SKILLED WORKER MUST BE ELEVATED, (4) THE IMAGE OF GOVERNMENT SERVICE MUST BE IMPROVED, AND (5) WE NEED A FIRM COMMITMENT FOR VOCATIONAL EDUCATION FOR THOSE STUDENTS WHO DO NOT GRADUATE FROM COLLEGE. (CH)
ERIC: ED030724 CENTER FOR LABOR AND MANAGEMENT, COLLEGE OF BUSINESS ADMINISTRATION, UNIVERSITY OF IOWA, PHILLIPS HALL, IOWA CITY, IOWA 52240 ($1.00)

2847 MANPOWER ECONOMIC UTILIZATION INDEXES BY COUNTIES, 1970 STANDARD FEDERAL REGION II
JAN 77
ROWE, GENE:ZIMMER, JOHN M.
ECONOMIC RESEARCH SERVICE, WASHINGTON, D.C. ECONOMIC DEVELOPMENT DIV.
NOTES: FINAL REPT. 66P
ECONOMIC SURVEYS, INDEXES(RATIOS), MANPOWER, LABOR FORCE, OCCUPATIONS, ECONOMIC INDICATORS, EXPERIENCE, STANDARD FEDERAL REGIONS, NTISAGERS
THE REPORT PRESENTS ECONOMIC INDEXES THAT REFLECT UTILIZATION OF LABOR FOR EACH COUNTY IN THE NATION AT ONE POINT IN TIME, 1970, FOR THE RURAL AND URBAN POPULATION, BY SEX AND RACE. THESE INDEXES ARE THE RATIO OF A GROUPS ACTUAL MEDIAN INCOME TO ITS WARRANTED EARNING CAPACITY. THE WARRANTED EARNINGS CAPACITY IS AN EXPECTED INCOME MEASURE FOR A POPULATION GROUP IN A COUNTY (GIVEN THE CHARACTERISTICS OF AGE, EDUCATION, WORK EXPERIENCE, LABOR FORCE PARTICIPATION, AND OCCUPATIONAL DISTRIBUTION OF THE WORKERS) COMPARED WITH A NATIONAL LEVEL POPULATION GROUPS WITH THE SAME CHARACTERISTICS. IN ADDITION, THE REPORT CONTAINS INDEXES OF CHARACTERISTICS INFLUENCING EARNINGS CAPACITY (AGE, EDUCATIONAL ATTAINMENT, WORK EXPERIENCE, EMPLOYMENT STATUS, LABOR FORCE STATUS, AND OCCUPATIONAL STRUCTURE): DATA ON EMPLOYMENT, INDUSTRY, OCCUPATION, AND PER CAPITA INCOME: AND PURCHASING POWER ADJUSTMENT FACTORS.
NTIS: PB-262 837/8ST NTIS PRICES PC A04/MF A01

2848 MANPOWER ECONOMIC UTILIZATION INDEXES BY COUNTIES, 1970 STANDARD FEDERAL REGION IX
JAN 77
ROWE, GENE:ZIMMER, JOHN M.
ECONOMIC RESEARCH SERVICE, WASHINGTON, D.C. ECONOMIC DEVELOPMENT DIV.
NOTES: FINAL REPT. 77P

(CONT.)

2948 MANPOWER UTILIZATION, ECONOMIC SURVEYS, COUNTIES, LABOR FORCE PARTICIPATION, OCCUPATIONS, STANDARD FEDERAL REGION 9, RESIDENCE, NTISAGERS
THE INDEXES REFLECT ECONOMIC UTILIZATION OF LABOR FOR EACH COUNTY IN THE NATION AT ONE POINT IN TIME, 1970, FOR THE RURAL AND URBAN POPULATION, BY SEX AND RACE. THESE INDEXES ARE THE RATIO OF A GROUPS ACTUAL MEDIAN-INCOME TO ITS WARRANTED EARNING CAPACITY. IN ADDITION TO THE INDEXES OF ECONOMIC UTILIZATION, THE REPORT FOR REGION 9 CONTAINS INDEXES OF CHARACTERISTICS INFLUENCING EARNING CAPACITY (AGE, EDUCATIONAL ATTAINMENT, WORK EXPERIENCE, EMPLOYMENT STATUS, LABOR FORCE STATUS, AND OCCUPATIONAL STRUCTURE); DATA ON EMPLOYMENT, INDUSTRY, OCCUPATION, AND PER CAPITA INCOME; AND PURCHASING POWER ADJUSTMENT FACTORS.
NTIS: PB-269 498/9ST NTIS PRICES PC A05/MF A01

2949 MANPOWER ECONOMIC UTILIZATION INDEXES BY COUNTIES, 1970. STANDARD FEDERAL REGION V
JAN 77
ROWE, GENE;ZIMMER, JOHN M.
ECONOMIC RESEARCH SERVICE, WASHINGTON, D.C. ECONOMIC DEVELOPMENT DIV.
NOTES: FINAL REPT. 246P
MANPOWER UTILIZATION, ECONOMIC SURVEYS, REGIONS, STANDARD FEDERAL REGION 5, STANDARD FEDERAL REGIONS, OCCUPATIONS, NTISAGERS
THE INDEXES REFLECT ECONOMIC UTILIZATION OF LABOR FOR EACH COUNTY IN THE NATION AT ONE POINT IN TIME, 1970, FOR THE RURAL AND URBAN POPULATION, BY SEX AND RACE. THESE INDEXES ARE THE RATIO OF A GROUPS ACTUAL MEDIAN INCOME TO ITS WARRANTED EARNING CAPACITY. THE WARRANTED EARNING CAPACITY IS AN EXPECTED INCOME MEASURE FOR A POPULATION GROUP IN A COUNTY (GIVEN THE CHARACTERISTICS OF AGE, EDUCATION, WORK EXPERIENCE, LABOR FORCE PARTICIPATION, AND OCCUPATIONAL DISTRIBUTION OF THE WORKERS) COMPARED WITH A NATIONAL LEVEL POPULATION GROUP WITH THE SAME CHARACTERISTICS.
NTIS: PB-264 348/4ST NTIS PRICES PC A11/MF A01

2950 MANPOWER ECONOMIC UTILIZATION INDEXES BY COUNTIES, 1970. STANDARD FEDERAL REGION VI
JAN 77
ROWE, GENE;ZIMMER, JOHN M.
ECONOMIC RESEARCH SERVICE, WASHINGTON, D.C. ECONOMIC DEVELOPMENT DIV.
NOTES: FINAL REPT. 234P
MANPOWER UTILIZATION, ECONOMIC SURVEYS, REGIONS, STANDARD FEDERAL REGION 6, STANDARD FEDERAL REGIONS, LABOR FORCE, EARNING CAPACITY, LABOR FORCE PARTICIPATION, NTISAGERS
THE INDEXES REFLECT ECONOMIC UTILIZATION OF LABOR FOR EACH COUNTY IN THE NATION AT ONE POINT IN TIME, 1970, FOR THE RURAL AND URBAN POPULATION, BY SEX AND RACE. THESE INDEXES ARE THE RATIO OF A GROUPS ACTUAL MEDIAN INCOME TO ITS WARRANTED EARNING CAPACITY. THE WARRANTED EARNING CAPACITY IS AN EXPECTED INCOME MEASURE FOR A POPULATION GROUP IN A COUNTY (GIVEN THE CHARACTERISTICS OF AGE, EDUCATION, WORK EXPERIENCE, LABOR FORCE PARTICIPATION, AND OCCUPATIONAL DISTRIBUTION OF THE WORKERS) COMPARED WITH A NATIONAL LEVEL POPULATION GROUP WITH THE SAME CHARACTERISTICS. IN ADDITION TO THE INDEXES OF ECONOMIC UTILIZATION, THE REPORT CONTAINS INDEXES OF CHARACTERISTICS INFLUENCING EARNING CAPACITY (AGE, EDUCATIONAL ATTAINMENT, WORK EXPERIENCE, EMPLOYMENT STATUS, LABOR FORCE STATUS, AND OCCUPATIONAL STRUCTURE); DATA ON EMPLOYMENT, INDUSTRY, OCCUPATION, AND PER CAPITA INCOME; AND PURCHASING POWER ADJUSTMENT FACTORS.
NTIS: PB-270 355/1ST NTIS PRICES PC A11/MF A01

2951 MANPOWER ECONOMIC UTILIZATION INDEXES BY COUNTIES, 1970. STANDARD FEDERAL REGION VII
APR 77
ROWE, GENE;ZIMMER, JOHN M.
ECONOMIC RESEARCH SERVICE, WASHINGTON, D.C. ECONOMIC DEVELOPMENT DIV.
NOTES: FINAL REPT. 196P
MANPOWER UTILIZATION, ECONOMIC ANALYSIS, STANDARD FEDERAL REGIONS, NTISAGERS
THE INDEXES REFLECT ECONOMIC UTILIZATION OF LABOR FOR EACH COUNTY IN THE NATION AT ONE POINT IN TIME, 1970, FOR THE RURAL AND URBAN POPULATION, BY SEX AND RACE. THESE INDEXES ARE THE RATIO OF A GROUPS ACTUAL MEDIAN INCOME TO ITS WARRANTED EARNING CAPACITY. THE WARRANTED EARNING CAPACITY IS AN EXPECTED INCOME MEASURE FOR A POPULATION GROUP IN A COUNTY (GIVEN THE CHARACTERISTICS OF AGE, EDUCATION, WORK EXPERIENCE, LABOR FORCE PARTICIPATION, AND OCCUPATIONAL DISTRIBUTION OF THE WORKERS) COMPARED WITH A NATIONAL LEVEL POPULATION GROUP WITH THE SAME CHARACTERISTICS. IN ADDITION TO THE INDEXES OF ECONOMIC UTILIZATION, THE REPORT CONTAINS INDEXES OF CHARACTERISTICS INFLUENCING EARNING CAPACITY (AGE, EDUCATIONAL ATTAINMENT, WORK EXPERIENCE, EMPLOYMENT STATUS, LABOR FORCE STATUS, AND OCCUPATIONAL STRUCTURE); DATA ON EMPLOYMENT, INDUSTRY, OCCUPATION, AND PER CAPITA INCOME; AND PURCHASING POWER ADJUSTMENT FACTORS.
NTIS: PB-265 043/0ST NTIS PRICES PC A09/MF A01

2952 MANPOWER ECONOMIC UTILIZATION INDEXES BY COUNTIES, 1970. STANDARD FEDERAL REGION VIII
MAY 77
ROWE, GENE;ZIMMER, JOHN M.
ECONOMIC RESEARCH SERVICE, WASHINGTON, D.C. ECONOMIC DEVELOPMENT DIV.
NOTES: FINAL REPT. 170P
MANPOWER UTILIZATION, ECONOMIC SURVEYS, COUNTIES, LABOR FORCE PARTICIPATION, OCCUPATIONS, ECONOMIC INDICATORS, STANDARD FEDERAL REGION 8, RESIDENCE, NTISAGERS
THE INDEXES REFLECT ECONOMIC UTILIZATION OF LABOR FOR EACH COUNTY IN THE NATION AT ONE POINT IN TIME, 1970, FOR THE RURAL AND URBAN POPULATION, BY SEX AND RACE. THESE INDEXES ARE THE RATIO OF A GROUPS ACTUAL MEDIAN INCOME TO ITS WARRANTED EARNING CAPACITY. THE WARRANTED EARNING CAPACITY IS AN EXPECTED INCOME MEASURE FOR A POPULATION GROUP IN A

(CONT.)
2852 COUNTY (GIVEN THE CHARACTERISTICS OF AGE, EDUCATION, WORK EXPERIENCE, LABOR FORCE PARTICIPATION, AND OCCUPATIONAL DISTRIBUTION OF THE WORKERS) COMPARED WITH A NATIONAL LEVEL POPULATION GROUP WITH THE SAME CHARACTERISTICS.
NTIS: PB-266 977/8ST NTIS PRICES PC A08/MF A01

2853 MANPOWER ECONOMIC UTILIZATION INDEXES BY COUNTIES, 1970. STANDARD FEDERAL REGION X JAN 77
ROWE, GENE;ZIMMER, JOHN M.
ECONOMIC RESEARCH SERVICE, WASHINGTON, D.C. ECONOMIC DEVELOPMENT DIV.
NOTES: FINAL REPT. 99P
MANPOWER UTILIZATION, ECONOMIC SURVEYS, COUNTIES, STANDARD FEDERAL REGIONS, STANDARD FEDERAL REGION 10, OCCUPATIONS, ECONOMIC INDICATORS, NTISAGERS
THE INDEXES REFLECT ECONOMIC UTILIZATION OF LABOR FOR EACH COUNTY IN THE NATION AT ONE POINT IN TIME, 1970, FOR THE RURAL AND URBAN POPULATION, BY SEX AND RACE. THESE INDEXES ARE THE RATIO OF A GROUPS ACTUAL MEDIAN INCOME TO ITS WARRANTED EARNING CAPACITY. THE WARRANTED EARNING CAPACITY IS AN EXPECTED INCOME MEASURE FOR A POPULATION GROUP IN A COUNTY COMPARED WITH A NATIONAL LEVEL POPULATION GROUP WITH THE SAME CHARACTERISTICS. IN ADDITION, THE REPORT CONTAINS INDEXES OF CHARACTERISTICS INFLUENCING EARNING CAPACITY.
NTIS: PB-269 282/8ST NTIS PRICES PC A05/MF A01

2854 MANPOWER EVALUATIONS: VULNERABLE BUT USEFUL 1975
KILLINGSWORTH, C.C.
MONTHLY LABOR REVIEW, VOL.98, NO.4, APRIL 1975, P. 48-51.
COST BENEFIT ANALYSIS, ECONOMICS, EDUCATION, EMPLOYMENT POLICY, EVALUATION, LABOR MARKET, MOTIVATION, TRAINING AND DEVELOPMENT, UNEMPLOYMENT
DISCUSSION OF THE VARIOUS EVALUATIONS OF MANPOWER TRAINING PROGRAMS AND A QUICK SYNOPSIS OF THE ADVANTAGES AND DISADVANTAGES OF PUBLIC SERVICE EMPLOYMENT PROGRAMS.
MGMT: UML7500048

2855 MANPOWER FOR HEALTH CARE. 9 MAY 74
INSTITUTE OF MEDICINE (NAS), WASHINGTON, D.C.
NOTES: 109P.: PAPERS OF THE SPRING MEETING, INSTITUTE OF MEDICINE (MAY 8-9, 1974)
CONFERENCE REPORTS, DATA, DATA ANALYSIS, DELIVERY SYSTEMS, GEOGRAPHIC DISTRIBUTION, HEALTH NEEDS, HEALTH SERVICES, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MEDICAL ASSOCIATIONS, MEDICAL EDUCATION, MEDICAL SERVICES, NATIONAL ORGANIZATIONS, NATIONAL SURVEYS, PHYSICIANS, SPECIALISTS, SPECIALIZATION, SYMPOSIA, TEAMWORK, HEALTH DELIVERY SYSTEMS, INSTITUTE OF MEDICINE
THE DOCUMENT IS A COLLECTION OF SIX PAPERS ON KEY PROBLEMS IN HEALTH MANPOWER WHICH WERE PRESENTED AT A SYMPOSIUM DURING THE 1974 SPRING MEETING OF THE INSTITUTE OF MEDICINE. A SEVENTH PAPER PROVIDES A SUMMARY OF THE MAJOR THEMES AT THE CONCLUSION OF THE PROGRAM. ALL OF THE SYMPOSIUM PAPERS DEAL WITH THE PRINCIPAL MANPOWER ISSUES OF SUPPLY, DISTRIBUTION OF PHYSICIANS BY GEOGRAPHY AND SPECIALTY, AND THE ROLE OF NON-PHYSICIANS IN THE DELIVERY OF HEALTH CARE. ALTHOUGH THE SPEAKERS DIFFER ON THE RELATIVE IMPORTANCE OF THESE PROBLEMS AND REMEDIES FOR THEM, THERE IS GENERAL AGREEMENT ON CERTAIN BASIC PROPOSITIONS (1) THERE IS A MALDISTRIBUTION OF PHYSICIANS BY GEOGRAPHIC LOCATION AND SPECIALTY: (2) THERE IS A NEED FOR MORE PHYSICIANS TO ENTER THE PRIMARY CARE SPECIALITES: (3) GREATER USE OF PHYSICIAN-EXTENDERS COULD IMPROVE PHYSICIAN PRODUCTIVITY IN THE DELIVERY OF HEALTH CARE: (4) THERE IS LITTLE REAL PROSPECT FOR SOLVING DISTRIBUTION PROBLEMS THROUGH VOLUNTARY ACTIONS TAKEN BY PHYSICIANS, MEDICAL SCHOOLS, OR TEACHING HOSPITALS: (5) SIMPLY INCREASING THE SUPPLY OF PHYSICIANS WILL NOT SOLVE DISTRIBUTION PROBLEMS. (AUTHOR/AJ)
ERIC: ED110821

2856 MANPOWER FOR THE HUMAN SERVICES. MONOGRAPH NUMBER SIX HUMAN SERVICES GENERALIST CLASSIFICATION SERIES. FEB 73
ILLINOIS STATE DEPT. OF LABOR, CHICAGO, ILL. HUMAN SERVICES MANPOWER CAREER CENTER.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 66P.
CAREER LADDERS, CAREER OPPORTUNITIES, EMPLOYMENT OPPORTUNITIES, HUMAN SERVICES, JOB DEVELOPMENT, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, OCCUPATIONS, ON THE JOB TRAINING, HUMAN SERVICES MANPOWER CAREER CENTER
THIS MONOGRAPH IS THE SIXTH IN A SERIES SUMMARIZING THE WORK PROGRESS OF THE HUMAN SERVICES MANPOWER CAREER CENTER, A SPECIAL RESEARCH AND DEVELOPMENT PROJECT FUNDED BY THE U.S. DEPARTMENT OF LABOR. THIS REPORT DESCRIBES THE HUMAN SERVICES GENERALIST SERIES OF TWELVE STEPS OF WHICH FOUR REPRESENT VARYING LEVELS OF ENTRY POSITION. THE MODEL ESTABLISHES A VARIETY OF CAREER LADDERS IN THE HUMAN SERVICES FIELD, DEFINING THE ROLES AND OCCUPATIONAL REQUIREMENTS OF THE PROPOSED POSITIONS AND DETAILING TASKS TO BE PERFORMED BY THE WORKER. EACH POSITION CLASSIFICATION WITHIN THE SERIES CONTAINS A PROVISION FOR THE WORKER TO PARTICIPATE IN BOTH A MULTI-DISCIPLINARY INSTITUTIONAL TYPE TRAINING PROGRAM AND AN ON-THE-JOB TRAINING EXPERIENCE. THE DOCUMENT INCLUDES THE PROPOSED MODEL HUMAN SERVICES WORKER CLASSIFICATION SERIES TRAINING SETS. AN APPENDIX PROVIDES A PROPOSED SALARY SCHEDULE OF HUMAN SERVICES WORKERS AS WELL AS A LIST OF CONTRIBUTORS AND SEVERAL LETTERS OF INVOLVED AGENCIES. THE FIRST FIVE MONOGRAPHS IN THE SERIES ARE AVAILABLE AS ED 066 568 AND ED 066 570-ED 066 573. (SB/MU)
ERIC: ED074263 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (NO PRICE QUOTED)

2857 MANPOWER FORECASTING IN THE UNITED STATES AN EVALUATION OF THE STATE OF THE ART. 75
KELLEY, S.C.;AND OTHERS
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. DIV. OF SOCIAL SYSTEMS AND HUMAN RESOURCES.
CONTRACT NO. SSH-73-07927-A 1
NOTES: 267P.; PAGES 88, 184, 202, 210, AND 211 CONTAINING DATA IN TABULAR FORM WITH ACCOMPANYING NOTES WERE NOT REPRODUCIBLE AND WERE REMOVED. THEY ARE NOT INCLUDED IN THE PAGINATION. APPENDED MATERIALS MAY NOT REPRODUCE WELL. BEST COPY AVAILABLE.
STATE OF THE ART REVIEWS, PREDICTIVE MEASUREMENT, PREDICTIVE VALIDITY, MANPOWER NEEDS, EMPLOYMENT TRENDS, METHODS, PREDICTION, RESEARCH PROJECTS, EVALUATION
THIS STUDY IS AN EVALUATION OF THE UTILITY OF MANPOWER FORECASTING IN THE UNITED STATES AS A BASIS FOR MANPOWER, EDUCATION, AND HEALTH POLICY. IT EXAMINES THE METHODOLOGY EMPLOYED AND THE SCOPE OF ANALYSIS IN 376 FORECASTS MADE IN THE PERIOD 1965-1973. IT ASSESSES THE ADEQUACY OF THE THEORETICAL AND EMPIRICAL KNOWLEDGE BASE FOR FORECASTING IN THREE ANALYTIC AREAS THE FORECASTING OF OUTPUTS, THE ESTIMATION OF INPUT REQUIREMENTS, AND LIMITATIONS OF OCCUPATIONAL CLASSIFICATION SYSTEMS IN SPECIFYING THE RELATIONSHIP BETWEEN MANPOWER REQUIREMENTS AND SUPPLY SYSTEMS. THE STUDY CONCLUDES THAT THE MAJOR LIMITATION ON THE CURRENT STATE OF THE ART IS CONCEPTUAL AND INSTITUTIONAL, AND IMPROVEMENTS IN THE KNOWLEDGE BASE ARE NOT SUFFICIENT TO POLICY NEEDS. IT SUGGESTS AN AGENDA OF INSTITUTIONAL AND EMPIRICAL RESEARCH FOR THIS PURPOSE. APPENDED IS A LISTING OF THE 376 DOCUMENTS REVIEWED. (AUTHOR/RG)
AIM/ARM: VT103339

2858 MANPOWER FORECASTING THROUGH THE OCCUPATIONAL NEEDS SURVEY.
RUTGERS, THE STATE UNIV., NEW BRUNSWICK, N.J. INST. OF MANAGEMENT AND LABOR RELATIONS.
NOTES: 65P.
EMPLOYMENT PROJECTIONS, EVALUATION, MANPOWER NEEDS, OCCUPATIONAL SURVEYS, RESEARCH METHODOLOGY, NEW JERSEY
TO TEST THE EFFICACY AND VALIDITY OF MEASURING FUTURE MANPOWER NEEDS BY MEANS OF AN EMPLOYER SURVEY, EMPLOYER PREDICTIONS OF EMPLOYMENT NEEDS AS REPORTED IN THE 1960 AREA SKILLS SURVEYS DONE BY THE NEW JERSEY DIVISION OF EMPLOYMENT SECURITY, WERE COMPARED WITH ACTUAL EMPLOYMENT REPORTED IN THE OCCUPATIONAL TRAINING NEEDS SURVEY CONDUCTED IN THE NEWARK LABOR MARKET AREA IN LATE 1963. THE 1963 SURVEY PROVIDED DATA FROM 337 OF 604 EMPLOYERS CONTACTED ON SEPTEMBER 1963 EMPLOYMENT AND ESTIMATED EXPANSION NEEDS AS OF SEPTEMBER 1965 AND SEPTEMBER 1968. ON A FOLLOWUP FORM IN THE FALL OF 1965 SHOWING THEIR ESTIMATED SEPTEMBER 1965 EMPLOYMENT, 302 RESPONDENTS INDICATED ACTUAL SEPTEMBER 1965 EMPLOYMENT, AND CHECKED REASONS FOR ANY DISCREPANCY BETWEEN THE TWO. DATA SUGGESTED THAT, IN OVERALL TERMS, ESTIMATES OF CHANGES IN TOTAL EMPLOYMENT WERE REASONABLY ACCURATE. IT WAS CONCLUDED THAT THE ESTIMATES COLLECTED IN 1963 MIGHT HAVE SERVED WITH OTHER AVAILABLE INFORMATION PROVIDE AS SOLID A BASIS FOR OCCUPATIONAL MANPOWER NEEDS AS MIGHT BE WISHED, THE IMPERFECT ESTIMATE WAS BETTER THAN NONE. IMPROVEMENTS WOULD REQUIRE MORE PERSONAL CONTACT WITH RESPONDENTS AND WOULD INCREASE COSTS ON AN ALREADY COSTLY SURVEY, BUT THE ENHANCED ACCURACY MIGHT MAKE THE EFFORT WORTHWHILE. (MM)
ERIC: ED022025

2859 MANPOWER FORECASTING WITH LINEAR PROGRAMMING 1976
VOGEL, M.A.
INDUSTRIAL ENGINEERING, VOL.8, NO.1, JAN 1976, P. 43-45. BIBLIOG. 3
COST BENEFIT ANALYSIS, FORECASTING, HIRING, INDUSTRIAL ENGINEERING, LABOR FORCE, LINEAR PROGRAMMING, MANAGEMENT SCIENCE, OPERATIONS RESEARCH, OPTIMIZATION, OVERTIME, PLANNING
THIS ARTICLE SHOWS HOW LINEAR PROGRAMMING MODEL COULD BE EMPLOYED TO DETERMINE WHICH WOULD BE MOST COST-BENEFICIAL IN LABOR PLANNING-(A) TO HIRE NEW EMPLOYEES OR (B) TO PAY OVERTIME WAGES.
MGMT: IEN76A0043

2860 MANPOWER FORECASTS TEACHER EDUCATION IN NORTH CAROLINA 1971-1982. MAY 72
PADILLA, ARTHUR M.
NOTES: 63P.
EDUCATIONAL TRENDS, EMPLOYMENT PROJECTIONS, ENROLLMENT TRENDS, MANPOWER NEEDS, POPULATION GROWTH, SCHOOL DEMOGRAPHY, STATE SURVEYS, TEACHER DISTRIBUTION, TEACHER EMPLOYMENT, TEACHER SUPPLY AND DEMAND, NORTH CAROLINA
THIS PUBLICATION REPORTS THE FINDINGS OF THE NORTH CAROLINA BOARD OF HIGHER EDUCATION RESEARCH DIVISION. THE STUDY YIELDS THE FOLLOWING INFORMATION A) ELEMENTARY AND SECONDARY SCHOOL EDUCATION IN NORTH CAROLINA WILL NOT BE A GROWTH INDUSTRY IN THE 1970S BECAUSE OF THE DECLINE IN SCHOOL ENROLLMENTS B) THE RATE OF GROWTH IN THE DEMAND FOR TEACHERS WILL BE FALLING DUE TO DECLINING SCHOOL ENROLLMENTS; C) THE SUPPLY OF TEACHER EDUCATION GRADUATES FROM NORTH CAROLINA COLLEGES AND UNIVERSITIES WILL BE RISING IN THE 1970S; D) TEACHERS SALARIES ARE EXPECTED TO REMAIN CONSTANT THROUGHOUT THE 1970S, THUS AFFECTING THE RE-ENTRY PATTERNS OF FORMER TEACHERS INTO THE FIELD OF EDUCATION; E) CHANGES IN COLLEGE CURRICULA, DESIGNED TO OFFER CAREER ALTERNATIVES TO STUDENTS, SHOULD BE REVIEWED AND STUDIED; AND F) AREAS WHERE AN OVERSUPPLY OF TEACHERS EXISTS SHOULD BE OBSERVED. EIGHTEEN TABLES OF DATA ARE INCLUDED IN THE STUDY ALONG WITH POPULATION STATISTICS. (BRB)
ERIC: ED086642

2861 MANPOWER HELPING WORKERS RESPOND TO TECHNOLOGICAL CHANGE APR 71
LANG, OTTO
CANADIAN VOCATIONAL JOURNAL;7;2;7-10
ACADEMIC ACHIEVEMENT, JOB PLACEMENT, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER NEEDS,

(CONT.)
2861 OCCUPATIONAL GUIDANCE, PROGRAM DESCRIPTIONS, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION
ERIC: EJ047022

2862 MANPOWER IMPACT AND PROBLEMS OF MEXICAN ILLEGAL ALIENS IN AN URBAN LABOR MARKET DEC 76
GARDENAS, GILBERT
ILLINOIS UNIV. AT URBANA-CHAMPAIGN. CENTER FOR ADVANCED COMPUTATION. EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-17-75-20
NOTES: FINAL REPT. 282P
ETHNIC GROUPS, LABOR RELATIONS, ECONOMIC IMPACT, ILLEGAL ALIENS, MEXICANS, LABOR FORCE BEHAVIOR, MEXICAN AMERICANS, NTISLABPEU, NTISLABETA
THIS STUDY ANALYZES THE MANPOWER IMPACT OF MEXICAN ILLEGAL ALIENS ON WAGES, EMPLOYMENT, AND SOCIAL SERVICES. THE STUDY PROVIDES A HISTORICAL PERSPECTIVE AND TRACES THE DEVELOPMENT OF ILLEGAL MIGRATION TOWARD THE 1970S. IT EXAMINES THE PROCESS BY WHICH MEXICAN ILLEGAL ALIENS ENTER THE U.S. AND ADJUST TO LABOR FORCE REQUIREMENTS AND EMPLOYMENT OPPORTUNITIES. IT EXAMINES THE CAUSES, THE NATURE, AND CONSEQUENCES OF THE MEXICAN ILLEGAL ALIEN POPULATION IN AN URBAN LABOR MARKET AND THE UNITED STATES. THROUGH A THEORETICAL FRAMEWORK AN ATTEMPT IS MADE TO STUDY THE DISADVANTAGES AND THE EXTENT OF DISCRIMINATION AFFORDED TO THIS GROUP RELATIVE TO OTHER MINORITIES. AN ANALYSIS OF THE DETERMINANTS OF HOURLY EARNINGS OF THE SAMPLE POPULATION IS ALSO PROVIDED. THE STUDY REVIEWS CURRENT EFFORTS WHICH HAVE BEEN UNDERTAKEN IN MEXICO AND THE U.S. TO ALTER MANPOWER AND IMMIGRATION POLICIES WITH REGARD TO THE ILLEGAL ALIEN POPULATION IN THIS COUNTRY.
NTIS: PB-266 248/4ST NTIS PRICES PC A13/MF A01

2863 MANPOWER IMPACT OF FEDERAL GOVERNMENT PROGRAMS SELECTED GRANTS-IN-AID TO STATE AND LOCAL GOVERNMENTS. REPORT NO. 424. OCT 73
KUTSCHNER, RONALD E.;AND OTHERS
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 33P.
CASE STUDIES, ECONOMIC RESEARCH, EMPLOYMENT STATISTICS, FEDERAL AID, FEDERAL LEGISLATION, FEDERAL PROGRAMS, FEDERAL STATE RELATIONSHIP, GOVERNMENT EMPLOYEES, INVESTIGATIONS, LABOR ECONOMICS, LUNCH PROGRAMS, MANPOWER UTILIZATION, PROGRAM COSTS, RESEARCH PROJECTS, STATE FEDERAL AID, STATISTICAL ANALYSIS, STATISTICAL STUDIES
THIS REPORT PRESENTS THE RESULTS OF INITIAL RESEARCH PERFORMED ON THE MANPOWER IMPACT OF SELECTED FEDERAL GRANTS. SUMMARIZES THE STATUS OF EXISTING STUDY IN THE BUREAU OF LABOR STATISTICS (BLS), AND EXAMINES THE MANPOWER IMPACT OF OTHER TYPES OF EXPENDITURES. THE PAST STUDY BY BLS ASSESSING EMPLOYMENT EFFECTS OF DIRECT EXPENDITURES BY THE FEDERAL GOVERNMENT IS SUMMARIZED IN PART 1. THE MAIN FOCUS OF THE STUDY WAS TO EXAMINE THE EXPENDITURE PROCESSES AND EMPLOYMENT REQUIREMENTS OF GRANT PROGRAMS AND ONE PROGRAM INVOLVING TRANSFER PAYMENTS. THREE MAJOR TASKS OR PHASES WERE INVOLVED (1) A COMPILATION OF ALL FEDERAL GRANTS TO STATE AND LOCAL GOVERNMENTS ON A FUNCTIONAL BASIS, (2) AN ATTEMPT TO TRACE FEDERAL GRANTS THROUGH THE STATE LEVEL TO LOCAL GOVERNMENTS BY PROGRAM, AND (3) MANPOWER IMPACT ANALYSIS CASE STUDIES OF THE SCHOOL LUNCH PROGRAM, ELEMENTARY AND SECONDARY EDUCATION ACT-TITLE I, AND THE FOOD STAMP PROGRAM. THESE SELECTED GRANT PROGRAMS PROVIDED INSIGHTS INTO DEVELOPING MANPOWER IMPACTS ON A PROGRAM BASIS. TABLES ANALYZING DATA ARE INCLUDED, AND AN APPENDIX LISTING EMPLOYMENT STATISTICS BY INDUSTRY CONCLUDES THE DOCUMENT. (AUTHOR/MW)
ERIC: ED096427

2864 MANPOWER IMPACTS OF INDUSTRIAL TECHNOLOGY. FEB 69
NEW YORK STATE DEPT. OF LABOR, ALBANY. RESEARCH AND STATISTICS OFFICE.
NOTES: 100P.
AUTOMATION, CAREER CHANGE, EDUCATIONAL NEEDS, EMPLOYMENT LEVEL, EMPLOYMENT OPPORTUNITIES, INDUSTRIAL STRUCTURE, INDUSTRY, JOB SKILLS, LABOR PROBLEMS, MANPOWER NEEDS, MANPOWER UTILIZATION, OCCUPATIONAL SURVEYS, RECRUITMENT, SKILL OBSOLESCENCE, STATE SURVEYS, TABLES (DATA), TECHNOLOGICAL ADVANCEMENT, VOCATIONAL ADJUSTMENT, VOCATIONAL RETRAINING, WORK SIMPLIFICATION, NEW YORK
THE EFFECTS OF TECHNOLOGICAL CHANGE ON THE MANPOWER AND TRAINING NEEDS OF NEW YORK STATE INDUSTRY WERE STUDIED IN A SURVEY OF 281 INDUSTRIAL SITUATIONS. THE STUDY WAS DESIGNED TO HELP ANSWER QUESTIONS ABOUT THE EFFECTS OF FACTORY AND RELATED TECHNOLOGICAL CHANGE IN DISPLACING WORKERS, IN CREATING RECRUITMENT AND TRAINING NEEDS, AND IN ALTERING THE SKILLS REQUIRED OF PERSONS WORKING ON OR IN CONNECTION WITH INDUSTRIAL EQUIPMENT DURING THE PERIOD FROM 1962 TO 1966. OF THE SITUATIONS STUDIED, 15 INVOLVED THE INSTALLATION OR MODIFICATION OF AUTOMATIC PRODUCTION LINES: 39 THE ADDITION OF INSTRUMENTATION TO EQUIPMENT: 105 METALWORKING AND RELATED EQUIPMENT: 35 MECHANICAL MATERIAL HANDLING AND MOVING EQUIPMENT: 20 PACKAGING AND RELATED EQUIPMENT: 29 ASSEMBLY AND RELATED EQUIPMENT: AND 47 OTHER EQUIPMENT. SOME JOBS WERE ELIMINATED IN 259 OF THE 281 CASES STUDIED, WITH 4,542 WORKERS BEING AFFECTED: HOWEVER, THE SURVEY FOUND THAT WHILE THE REPLACEMENT OF ONE TYPE OF MACHINE BY ANOTHER WAS ACCOMPANIED BY UPWARD SKILL CHANGES IN SOME CASES AND BY DOWNWARD CHANGES IN OTHERS, THE NUMBER OF NO-CHANGE CASES WAS NUMERICALLY MOST IMPORTANT. (CH)
ERIC: ED031578

2865 MANPOWER IMPLICATIONS OF ALTERNATE PATTERNS OF DEMAND FOR GOODS AND SERVICES JUN 71
BEZDEK, ROGER HUGH
ILLINOIS UNIV., URBANA. DEPT. OF ECONOMICS.
CONTRACT NO. OL-91-15-70-47
NOTES: FINAL REPT. 470P
MANPOWER UTILIZATION, POLICIES, LABOR RELATIONS, ECONOMIC MODELS, INPUT OUTPUT MODELS
USING INPUT-OUTPUT ANALYSIS THE REPORT PRESENTS THE DEVELOPMENT OF A GENERAL, COMPREHENSIVE, COMPUTERIZED EMPIRICAL SYSTEM CAPABLE OF GENERATING DETAILED INDUSTRIAL AND OCCUPATIONAL MANPOWER DEMANDS FROM ALTERNATE DISTRIBUTIONS OF NATIONAL EXPENDITURES REFLECTING DIFFERENT NATIONAL PRIORITIES. THE GENERAL SYSTEM IS USED TO SIMULATE THE MANPOWER EFFECTS WHICH WOULD BE GENERATED BY VARIOUS TYPES OF PRIORITY CHOICES AND EXPENDITURE REDISTRIBUTIONS. A NUMBER OF SIGNIFICANT CONCLUSIONS RELATING TO THE FEASIBILITY OF DIFFERENT EXPENDITURE POLICIES AND THE SENSITIVITY OF MANPOWER DEMANDS TO SHIFTING GOALS AND PRIORITIES ARE DERIVED. THE REPORT CONTAINS AN EXTENSIVE LITERATURE SURVEY AND BIBLIOGRAPHY. (OLMA ABSTRACT)
NTIS: PB-200 088 NTIS PRICES PC$6.00 MF$0.95

2866 MANPOWER IMPLICATIONS OF NEW LEGISLATION AND NEW FEDERAL PROGRAMS UTILIZING PERSONS WITH ENGINEERING BACKGROUNDS IN THE HEALTH-RELATED INDUSTRIES. FEB 72
LECHT, LEONARD A.;COGBERN, MORRIS
NATIONAL PLANNING ASSOCIATION, WASHINGTON, D.C. CENTER FOR PRIORITY ANALYSIS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 102P.
ENGINEERING, ENGINEERING TECHNICIANS, FEASIBILITY STUDIES, HEALTH OCCUPATIONS, INDUSTRIAL TRAINING, JOB TRAINING, LABOR FORCE NONPARTICIPANTS, MANPOWER NEEDS, MANPOWER UTILIZATION, TRANSFER OF TRAINING
THIS STUDY EXPLORED THE FEASIBILITY OF USING UNEMPLOYED PERSONS WITH ENGINEERING BACKGROUNDS IN INDUSTRIES CONTRIBUTING TO HEALTH CARE. ACCORDING TO THE RESEARCHERS, NEARLY 15,000 JOBS FOR PERSONS WITH ENGINEERING BACKGROUNDS COULD BE GENERATED IN THE HEALTH FIELD OVER THE NEXT THREE YEARS IF AN ACTIVE PROGRAM OF JOB DEVELOPMENT WERE INITIATED. IN ORDER TO DO THIS HOWEVER, EDUCATION AND TRAINING WOULD HAVE TO BE PROVIDED TO CONVERT PERSONS FROM ONE INDUSTRY TO ANOTHER (AND IN SOME CASES FROM ONE OCCUPATIONAL SPECIALTY TO ANOTHER) AS WELL AS FINANCIAL INCENTIVES TO COVER COSTS OF ON-THE-JOB TRAINING AND TO PAY THE MINIMUM SALARIES NECESSARY TO INDUCE ENGINEERS TO ACCEPT EMPLOYMENT IN THE HEALTH INDUSTRIES. (AUTHOR)
ERIC: ED075594 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 211 439, MF $.95; HC $3.00)

2867 MANPOWER IMPLICATIONS OF NEW LEGISLATION AND NEW FEDERAL PROGRAMS. PRIORITIES FOR RESEARCH IN ANTICIPATING THE STATE-LOCAL GOVERNMENT EMPLOYMENT RESULTING FROM THE FEDERAL GRANTS-IN-AID SYSTEM. APR 72
LECHT, LEONARD A.
NATIONAL PLANNING ASSOCIATION, WASHINGTON, D.C. CENTER FOR PRIORITY ANALYSIS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 60P.
EMPLOYMENT STATISTICS, FEDERAL AID, FEDERAL LEGISLATION, GOVERNMENT ROLE, GRANTS, JOB DEVELOPMENT, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MICROFICHE, POLICY FORMATION, REGIONAL PLANNING, RESEARCH NEEDS, STATE FEDERAL AID, SYSTEMS DEVELOPMENT, TABLES (DATA), FAMILY ASSISTANCE PLAN, STATE EMPLOYMENT SERVICES
THIS STUDY FOCUSED ON ESTIMATES OF EMPLOYMENT IN STATE AND LOCAL GOVERNMENTS ARISING FROM FEDERAL GRANTS-IN-AID, IN ORDER TO APPRAISE RESEARCH PRIORITIES ON THE ROLE OF FEDERAL GRANT POLICIES AND PROGRAMS IN INCREASING PUBLIC EMPLOYMENT IN OTHER UNITS OF GOVERNMENT. EMPLOYMENT GENERATED BY FEDERAL GRANTS-IN-AID TO STATE AND LOCAL GOVERNMENTS IS ESTIMATED FOR FISCAL YEAR 1969 AND PROJECTED FOR 1975. SEVEN RESEARCH PRIORITIES WERE RECOMMENDED AS PREREQUISITES FOR DEVELOPING A MANPOWER PLANNING SYSTEM TO ANTICIPATE THE JOB-CREATING EFFECTS OF GRANTS-IN-AID. OTHER ASPECTS OF THE MANPOWER IMPLICATIONS OF NEW LEGISLATION AND NEW FEDERAL PROGRAMS STUDIED UNDER THIS PROJECT WERE (1) THE IMPACT OF THE PROPOSED FAMILY ASSISTANCE PLAN ON STATE EMPLOYMENT SERVICES, (2) MANPOWER NEEDS IN STATE AND LOCAL PUBLIC SAFETY ACTIVITIES, AND (3) USING PERSONS WITH ENGINEERING BACKGROUNDS IN HEALTH-RELATED INDUSTRIES. (AUTHOR)
ERIC: ED073255 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 211 440, MF $0.95; SEE CATALOG FOR HARDCOPY PRICE)

2868 MANPOWER IN CORPORATE PLANNING 1976
BELL, D.J.
LONG RANGE PLANNING, VOL.9, NO.2, APRIL 1976, P. 31-37. BIBLIOG. 4
GRAPH, LABOR MARKET, MANAGEMENT, MANAGEMENT STRATEGY, PERSONNEL MANAGEMENT, PLANNING, POLICY, SUPPLY AND DEMAND
MANPOWER PLANNING CRITERIA AND TECHNIQUES ARE PRESENTED GRAPHICALLY AND INTEGRATED INTO A SYSTEMATIC ANALYSIS OF INTERNAL AND EXTERNAL LABOR SUPPLY AND DEMAND. MANPOWER CANNOT BE NEGLECTED AS A KEY IN POLICY FORMULATION.
PGMT: LRP7600031

2869 MANPOWER IN ECONOMIC AND SOCIAL GROWTH: PROCEEDINGS OF INTERNATIONAL MANPOWER SEMINAR (6TH, JUNE 1-AUGUST 13, 1966). 66
COHEN, SANFORD, ED.
AGENCY FOR INTERNATIONAL DEVELOPMENT, WASHINGTON, D.C. OFFICE OF LABOR AFFAIRS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. INTERNATIONAL MANPOWER INST.
NOTES: 254P.

(CONT.)
2869 ADMINISTRATIVE POLICY, ADMINISTRATIVE PROBLEMS, CASE STUDIES (EDUCATION), CONFERENCE REPORTS, DEVELOPING NATIONS, ECONOMIC DEVELOPMENT, ECONOMIC FACTORS, EDUCATIONAL IMPROVEMENT, EDUCATIONAL PLANNING, EMPLOYMENT PROBLEMS, FOREIGN COUNTRIES, HUMAN RESOURCES, IMPROVEMENT PROGRAMS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, SOCIOECONOMIC STATUS, VOCATIONAL EDUCATION, INTERNATIONAL MANPOWER INSTITUTE
SUMMARIES OF 62 PAPERS PRESENTED AT THE SIXTH INTERNATIONAL MANPOWER SEMINAR ARE GIVEN. FOUR MAJOR TOPICS WERE EMPHASIZED (1) HUMAN RESOURCES IN ECONOMIC AND SOCIAL GROWTH DEALTH WITH BASIC CONCEPTS OF HUMAN RESOURCES, NATURAL RESOURCES, AND ECONOMIC RESOURCES, (2) MANPOWER PLANNING AND ALLOCATION IN ECONOMIC DEVELOPMENT COVERED PRINCIPLES, POLICIES, AND GENERAL GUIDELINES IN MANPOWER PLANNING AND DISTRIBUTION, (3) POPULATION AND EMPLOYMENT POLICIES AND MEASURES FOCUSED ON POPULATION PRESSURES, EMPLOYMENT OPPORTUNITIES AND POLICIES, AND IMPROVEMENT OF INDIVIDUALS, AND (4) MANPOWER STRATEGY, ADMINISTRATION, AND INSTITUTIONS DEVELOPED ALTERNATIVE STRATEGIES IN MANPOWER DEVELOPMENT AND UTILIZATION, ADMINISTRATIVE AND INSTITUTIONAL ARRANGEMENTS, EDUCATION AND TRAINING, MANPOWER POLICY, AND POLICYMAKING RESEARCH. TWENTY-ONE OF THE SUMMARIES REPORT CASE STUDIES OF MANPOWER EXPERIENCE IN DEVELOPING COUNTRIES. TWENTY-SEVEN GOVERNMENT EXECUTIVES AND ADVISORS FROM 18 COUNTRIES ATTENDED, REPRESENTING SUCH FIELDS AS ECONOMICS, MANPOWER PLANNING, EDUCATION, AND EMPLOYMENT SECURITY. (EM)
ERIC: ED026476

2870 THE MANPOWER INFORMATION CLEARINGHOUSE MAR 75
MCKINLAY, BRUCE
OREGON CAREER INFORMATION SYSTEM, EUGENE. MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-82-41-72-03
NOTES: FINAL REPT. 81P
INFORMATION SYSTEMS, MANPOWER UTILIZATION, NTISLABPEU
THE MANPOWER INFORMATION CLEARINGHOUSE (MIC) WAS ESTABLISHED IN 1972 AS A SERVICE OF CAREER INFORMATION SYSTEM TO PROVIDE CONSULTATION AND INTERPRETATION OF LABOR MARKET DATA TO PROGRAM PLANNERS. ALTHOUGH EARLY CLIENTS WERE CHIEFLY PLANNING EDUCATIONAL PROGRAMS, THE BULK OF RECENT MIC ACTIVITY HAS BEEN DIRECTLY RELATED TO SERVICING THE DATA NEEDS OF SOCIAL SERVICE AGENCIES, PARTICULARLY THE LOCAL COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA) PRIME SPONSOR. TO MEET THEIR CURRENT NEEDS FOR PROGRAM INFORMATION FOR BOTH SHORT AND LONG RANGE MANPOWER PROGRAM PLANNING, THE CLEARINGHOUSE DESIGNED AND DEVELOPED A MANAGEMENT INFORMATION SYSTEM KNOWN AS THE MANPOWER TRAINING INFORMATION SYSTEM (MTIS). MTIS ACQUIRES DATA ABOUT INDIVIDUAL APPLICANTS AND ENROLLEES AND PRODUCES CONFIDENTIAL REPORTS FOR EACH PARTICIPATING PROGRAM. PERIODICALLY, THE DATA ARE AGGREGATED AND REPORTED TO PROGRAM OPERATORS AND PLANNERS. MIC CONTINUES TO RESPOND TO LABOR MARKET DATA REQUESTS GIVING PRIORITY TO THOSE FROM AGENCIES WITHIN LANE COUNTY, OREGON.
NTIS: PB-258 116/3ST NTIS PRICES PC$5.00/MF$3.00

2871 THE MANPOWER INFORMATION CLEARINGHOUSE. FINAL REPORT. MAR 75
MCKINLAY, BRUCE
OREGON UNIV., EUGENE. CAREER INFORMATION SYSTEM. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 79P.; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL REPRODUCIBILITY OF THE ORIGINAL; FOR RELATED DOCUMENT, SEE ED 030 166
CAREER PLANNING, CLEARINGHOUSES, COMPUTER PROGRAMS, DATA BASES, EDUCATIONAL PROGRAMS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT TRENDS, INFORMATION SERVICES, INFORMATION SYSTEMS, LABOR MARKET, MANAGEMENT INFORMATION SYSTEMS, MANPOWER DEVELOPMENT, MANPOWER NEEDS, OCCUPATIONAL INFORMATION, PROGRAMERS, MANPOWER INFORMATION CLEARINGHOUSE, MIC, OREGON
THE MANPOWER INFORMATION CLEARINGHOUSE (MIC) WAS ESTABLISHED IN 1972 AS A SERVICE OF CAREER INFORMATION SYSTEM TO PROVIDE CONSULTATION AND INTERPRETATION OF LABOR MARKET DATA TO PROGRAM PLANNERS. CLIENTS INCLUDE PLANNERS OF EDUCATIONAL PROGRAMS AND SOCIAL SERVICES AGENCIES, WITH PRIORITY GIVEN TO LOCAL AGENCIES WITHIN LANE COUNTY, OREGON. THIS CLEARINGHOUSE DESIGNED AND DEVELOPED A MANPOWER TRAINING INFORMATION SYSTEM (MTIS) IN ORDER TO PROVIDE ESSENTIAL INFORMATION TO PUBLIC OFFICIALS TO FACILITATE THE PLANNING, ADMINISTRATION, AND EVALUATION OF MANPOWER PROGRAMS. MTIS INCORPORATES A DATA BANK WHICH ACQUIRES INFORMATION ABOUT WHO IS BEING SERVED AND BY WHICH MANPOWER PROGRAM, WHAT SERVICES THEY ARE RECEIVING, AND WHAT HAPPENS TO THEM AFTER THEY ARE NO LONGER IN A MANPOWER PROGRAM. THE FINAL REPORT IS A DETAILED DESCRIPTION OF THE DEVELOPMENT OF THE MANPOWER INFORMATION CLEARINGHOUSE AND THE DESIGN AND OPERATION OF THE MANPOWER TRAINING INFORMATION SYSTEM. IT IS INTENDED TO SUPPLEMENT A REPORT ENTITLED DEVELOPING A CAREER INFORMATION SYSTEM. CONTENTS INCLUDE STATEMENTS OF OBJECTIVES, TYPES OF REQUESTS AND CHARACTERISTICS OF CLIENTS, SOURCES AND UTILIZATION OF DATA, AND FINANCIAL CONSIDERATIONS OF MTIS. DETAILED APPENDIXES INCLUDE AN OCCUPATIONAL REPORT ON COMPUTER PROGRAMMERS AS AN EXAMPLE OF THE KIND OF INFORMATION PROVIDED BY MIC USING A VARIETY OF DATA SOURCES. (AUTHOR/RG)
ERIC: ED122092

2872 MANPOWER INFORMATION MANUAL, A MANUAL FOR LOCAL PLANNING. JUN 73
ALLRED, MARCUS D.;MYERS, CHRISTINE F.
NORTH CAROLINA STATE BOARD OF EDUCATION, RALEIGH. OCCUPATIONAL INFORMATION CENTER.
NOTES: 266P.; THIS DOCUMENT CONTAINS 234 LEAVES, SOME OF WHICH ARE 11 INCHES WIDE BY 8 1/2 INCHES HIGH AND REQUIRE TWO MICROFICHE FRAMES
COMMUNITY COLLEGES, COMMUNITY SURVEYS, CURRICULUM EVALUATION, CURRICULUM PLANNING, DATA COLLECTION, GRADUATE SURVEYS, INFORMATION PROCESSING, INFORMATION SEEKING, INFORMATION

(CONT.)
2872 SYSTEMS, JOB SKILLS, MANPOWER NEEDS, MODELS, OCCUPATIONAL ASPIRATION, OCCUPATIONAL SURVEYS, RESEARCH METHODOLOGY, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, VOCATIONAL TRAINING CENTERS
THE STEP-BY-STEP PROCEDURES CONTAINED IN THIS MANUAL ARE INTENDED TO DEVELOP A SIMPLE INFORMATION SYSTEM THAT CAN BE USED TO COLLECT AND PROCESS THE BEST POSSIBLE FACTUAL DATA ON THE MANPOWER NEEDS OF THE COMMUNITY SERVED BY AN EDUCATIONAL INSTITUTION, SO THAT LONG-RANGE PLANNING OF VOCATIONAL CURRICULUM AND GUIDANCE CAN BE BASED ON WHAT THE JOBS ARE AND IN WHAT NUMBER. METHODS AND FORMATS FOR OBTAINING AND RELATING THREE TYPES OF INFORMATION (SKILLS NEEDED BY THE LOCAL ECONOMY, SKILLS PRODUCED BY AN INSTITUTION, AND STUDENT CAREER ASPIRATIONS) THROUGH MAIL AND TELEPHONE SURVEYS COMPRISE THREE-QUARTERS OF THE MANUAL; APPENDED ARE THE STATISTICAL PROCEDURE USED TO DEVELOP CONFIDENCE INTERVALS, FORMULAS FOR CALCULATING REPLACEMENT RATES AND FIGURES IN PROJECTING EMPLOYMENT NEEDS, A METHOD OF MEASURING THE REPRESENTATION OF SURVEY RESPONSES, AND AN ABBREVIATED DIRECTORY OF OCCUPATIONAL TITLES. PART II OF THE DOCUMENT IS A MODEL FOR A PLAN PREPARED AT THE LOCAL LEVEL BASED ON THE COLLECTED MANPOWER INFORMATION, ILLUSTRATING OUTCOME ORIENTED PLANNING, UTILIZING OUTPUT, RESULTS, AND BENEFITS AS A BASIS FOR DETERMINING THE DIRECTION THE INSTITUTION SHOULD FOLLOW. (AJ)
ERIC: ED087967

2873 MANPOWER INFORMATION RESEARCH TRAINING PROJECT. FINAL REPORT. MAR 75
VIVIAN, NEAL E.
OHIO STATE UNIV., COLUMBUS. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.; AMERICAN VOCATIONAL ASSOCIATION, WASHINGTON, D.C.
CONTRACT NO. OEG-0-74-1677
NOTES: 46P.; REPORT ON THE PROCEEDINGS OF THE AVA PRE-CONVENTION RESEARCH SESSION (NEW ORLEANS, LOUISIANA, DECEMBER 4-6, 1974). PAGE 31 CONTAINING AN ANNOUNCEMENT OF THE PRE-CONVENTION RESEARCH SESSION IS COPYRIGHTED AND WAS REMOVED. IT IS NOT INCLUDED IN THE PAGINATION.
MANPOWER NEEDS, LABOR MARKET, WORKSHOPS, VOCATIONAL EDUCATION, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, INFORMATION UTILIZATION, CONFERENCE REPORTS, STAFF IMPROVEMENT, EDUCATIONAL PLANNING
THIS REPORT DESCRIBES A THREE-DAY TRAINING PROGRAM TO IMPROVE THE COMPETENCIES OF VOCATIONAL EDUCATORS IN UTILIZING MANPOWER INFORMATION IN PLANNING VOCATIONAL EDUCATION PROGRAMS. THE PROGRAM SUMMARY PRESENTS THE GOALS AND OBJECTIVES, TOPICS COVERED, PROCEDURES FOLLOWED IN PARTICIPANT SELECTION AND INSTRUCTION, ACTIVITIES AND ACCOMPLISHMENTS OF THE TRAINEES, INSTRUCTIONAL MATERIALS AND EQUIPMENT USED, PROGRAM EVALUATION, AND CONCLUSIONS AND RECOMMENDATIONS. INCLUDED IN THE REPORT ARE THE FOUR MODELS FOR MANPOWER FORECASTING THAT WERE DEVELOPED BY THE PARTICIPANTS IN GROUPS DURING THE WORKSHOP. THE RESULTS OF THE PRETESTING AND POSTTESTING OF THE PARTICIPANTS IS DISCUSSED, AND THE TABULATED RESULTS OF THE PARTICIPANT EVALUATION OF THE PROGRAM, INSTRUCTION, AND GENERAL ORGANIZATION OF THE PROGRAM ALSO APPEAR. ALSO INCLUDED IN THE REPORT ARE COVER LETTERS AND PROGRAM APPLICATION, PARTICIPANT LIST, PROGRAM AGENDA, THE TESTING INSTRUMENT, AND PARTICIPANT EVALUATION FORMS. (NJ)
AIM/ARM: VT102912

2874 MANPOWER INFORMATION SYSTEMS A REVIEW AND SYNTHESIS OF INFORMATION OF FY 74 PROJECTS SUPPORTED UNDER SECTION 131 (A) OF PART C OF THE VOCATIONAL EDUCATION AMENDMENTS (P.L. 90-576). FEB 77
MOORE, ALLEN B.
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 68P.
COOPERATIVE PLANNING, CURRICULUM DEVELOPMENT, FEDERAL AID, INFORMATION NEEDS, INFORMATION SYSTEMS, INFORMATION UTILIZATION, INTERAGENCY COOPERATION, MANPOWER DEVELOPMENT, MANPOWER NEEDS, PROGRAM DESCRIPTIONS, PROGRAM EFFECTIVENESS, RESEARCH REVIEWS (PUBLICATIONS), STATE PROGRAMS, VOCATIONAL EDUCATION
THIS REVIEW OF 17 PROJECTS FUNDED DURING FISCAL YEAR 1974 UNDER PART C OF THE VOCATIONAL EDUCATION AMENDMENTS OF 1968 FOR THE PRIORITY MANPOWER INFORMATION AND SYSTEMS (MIS) BEGINS WITH AN EXAMINATION OF THE PRICRITY STATEMENT UNDER SECTION 131 (A) OF PART C AND A CLASSIFICATION OF PROJECTS BY THE FIVE CATEGORIES IN THIS STATEMENT. (THE FIVE CATEGORIES DETERMINED BY SECTION 131 (A) WERE IMPROVING MANPOWER PROJECTIONS, MATCHING JOB REQUIREMENTS TO SKILLS OF WORKERS, IMPROVING THE ACCURACY OF MANPOWER PROJECTIONS, TRANSLATING MANPOWER FORECASTS INTO PROGRAMS/CURRICULUM, AND INTERFACING VOCATIONAL EDUCATION WITH ECONOMIC DEVELOPMENT.) FOLLOWING PROJECT CLASSIFICATION, A FRAMEWORK (DEVELOPED FROM THE FIVE CATEGORIES) FOR EXAMINING THE MIS PROJECTS IS DISCUSSED. ELEMENTS OF THIS FRAMEWORK ARE LISTED AND EXPLAINED. THE MAJOR PORTION OF THIS REPORT IS A BRIEF DESCRIPTION OF EACH OF THE PROJECTS ACCOMPLISHMENTS, HIGHLIGHTING THE PURPOSE, SOURCE OF DATA, AND FINDINGS. CONCLUSIONS RESULTING FROM THE REVIEW OF THE FINAL REPORTS COMPRISE THE FINAL SECTION OF THIS REPORT. TWO OF THE CONCLUSIONS PRESENTED FOLLOW (1) THE MANPOWER INFORMATION AND SYSTEM PRIORITY WAS STATED SO BROADLY THAT IT EXCLUDED LITTLE IN THE WAY OF PROJECT FOCUS OR METHODOLOGY. CONSEQUENTLY, PROJECT REPORTS WERE EXTREMELY DIVERSE. (2) IN THE PROCESS OF PREPARING THE REVIEW AND SYNTHESIS REPORT, ONE QUESTION WAS RAISED SEVERAL TIMES WHAT ARE THE BEST MANPOWER INFORMATION AND SYSTEM TECHNIQUES FOR THE NATION, STATE, OR LOCAL LEVEL THE REPORTS DID NOT PROVIDE AN ANSWER TO THIS QUESTION. (SH)
ERIC: ED142746

2875 MANPOWER INFORMATION, AN ANNOTATED BIBLIOGRAPHY. APR 70
NOTES: 38P.
AGRICULTURE, ANNOTATED BIBLIOGRAPHIES, ECONOMIC FACTORS, INDUSTRY, LABOR FORCE, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, OCCUPATIONAL INFORMATION
THIS ANNOTATED BIBLIOGRAPHY IS COMPOSED OF 196 CITATIONS WHICH PRIMARILY REPRESENT THE PERIOD FROM 1960 TO 1970. IT PRESENTS A VARIETY OF SOURCES ON LOCAL AND NATIONAL MANPOWER INFORMATION. LISTINGS ARE ARRANGED ALPHABETICALLY ACCORDING TO AUTHOR UNDER THE GENERAL DIVISIONS OF POPULATION, MANPOWER INFORMATION, ECONOMIC INFORMATION, LABOR FORCE INFORMATION, OCCUPATIONAL INFORMATION, EDUCATION AND TRAINING, HEALTH AND WELFARE, CATALOGS OF MANPOWER INFORMATION, AND OTHER MANPOWER INFORMATION SOURCES. ENTRIES INCLUDE BOOKS, PERIODICAL LITERATURE, AND MONOGRAPHS. INFORMATION ON THE AVAILABILITY OF THE LITERATURE CITED INCLUDES THE PUBLISHERS AND ADDRESSES. (CH)
AIM/ARM: VT011265

2876 THE MANPOWER LABORATORY APPLIED PROGRAMS IN MANPOWER DEVELOPMENT. FINAL REPORT. APR 70
GETTING, EUGENE R.;COLE, CHARLES W.
COLORADO STATE UNIV., FT. COLLINS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 391P.
DISADVANTAGED GROUPS, EMPLOYER ATTITUDES, ETHNIC GROUPS, INTERAGENCY COOPERATION, JOB SATISFACTION, JOB TENURE, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MANUALS, MOTIVATION, PERSONALITY, PROGRAM DEVELOPMENT, UNEMPLOYMENT, VOCATIONAL COUNSELING, VOCATIONAL FOLLOWUP, WORK ENVIRONMENT, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA
THE PRIMARY OBJECTIVE OF THIS PROJECT WAS TO DEVELOP EFFECTIVE PROGRAMS FOR RETAINING THE DISADVANTAGED IN EMPLOYMENT AFTER TRAINING AND PLACEMENT. THE FIELD WORK WAS DONE IN DENVER WHICH HAS A POPULATION CONSISTING OF THREE MAJOR ETHNIC GROUPS WHITE, MEXICAN-AMERICAN, AND NEGRO. THE REPORT CONSISTS OF NINE TECHNICAL PAPERS WHICH ARE CONCERNED WITH THE EMPLOYER AND THE DISADVANTAGED, BEHAVIOR AND ECONOMIC DISADVANTAGEMENT, COACHING AS A METHOD OF SUPPORT, A MANPOWER LABORATORY RESEARCH MANUAL, AND THE DEVELOPMENT OF A COOPERATIVE AGENCY LIAISON PROGRAM. AMONG THE NINE PAPERS ARE (1) RESEARCH MANUAL OF THE MANPOWER LABORATORY APPLIED PROGRAMS IN MANPOWER DEVELOPMENT, (2) EMPLOYER DEVELOPMENT PROGRAM WORK ENVIRONMENT STUDIES, (3) THE DEVELOPMENT OF A COOPERATIVE AGENCY LIAISON PROGRAM, (4) MDTA FOLLOWUP COUNSELING, (5) A PILOT INVESTIGATION OF SOCIETY, PERSONALITY AND VOCATIONAL DEVIANCE, (6) A PRELIMINARY REPORT ON COACHING, AND (7) A PILOT STUDY OF THE USE OF RESOURCES BY AGENCY CLIENTS. (JS)
ERIC: ED058428 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 199 512, MF $.95; SEE CATALOG FOR HARDCOPY PRICE)

2877 MANPOWER MANAGEMENT IN CANADA: A SELECTED BIBLIOGRAPHY. BIBLIOGRAPHY SERIES NO. 3. JUN 68
WILLIAMS, C. BRIAN
NOTES: 127P.
ACTION RESEARCH, BIBLIOGRAPHIES, EMPLOYMENT, FOREIGN COUNTRIES, LABOR SUPPLY, LITERATURE REVIEWS, MANPOWER UTILIZATION, PLANNING, PUBLICATIONS, TECHNICAL EDUCATION, UNEMPLOYMENT, VOCATIONAL EDUCATION, CANADA, UNITED STATES
THIS BIBLIOGRAPHY IS COMPOSED OF 1,125 CITATIONS RANGING IN DATE FROM 1960 TO 1966 WITH A NUMBER OF PIONEERING STUDIES, PUBLISHED IN THE LATE 1950S, ALSO INCLUDED. STUDIES CONDUCTED IN CANADA AND THE UNITED STATES ARE REPORTED FOR THE BROAD FIELD OF MANPOWER AND EMPLOYMENT. PART I FOCUSES ON TOPICS IN THE FIELDS OF EMPLOYMENT AND UNEMPLOYMENT. PART II FOCUSES ON TOPICS IN MANPOWER SUPPLY, MANPOWER PLANNING, AND MANPOWER UTILIZATION. PART III INCLUDES ADDITIONAL USEFUL SOURCES SUCH AS BIBLIOGRAPHIES, A REVIEW OF CURRENT CANADIAN MANPOWER STUDIES, CATALOGS OF AGENCIES, MANPOWER PAPERS, AND MANPOWER PUBLICATIONS OF THE FEDERAL GOVERNMENT. ENTRIES ARE ARRANGED ALPHABETICALLY ACCORDING TO AUTHOR WITHIN EACH TOPIC. AN AUTHOR INDEX IS INCLUDED. (CH)
AIM/ARM: VT009646

2878 MANPOWER MANAGEMENT STUDIES SELECTED ABSTRACTS. DEC 72
RYERSON, WILLIAM R., COMP.
NATIONAL TECHNICAL INFORMATION SERVICE (DOC), SPRINGFIELD, VA.
NOTES: 63P.
ABSTRACTS, ANNOTATED BIBLIOGRAPHIES, JOB ANALYSIS, MANAGEMENT SYSTEMS, MANPOWER UTILIZATION, MATHEMATICAL MODELS, PERSONNEL MANAGEMENT, PLANNING, PROGRAM DEVELOPMENT
THIS BIBLIOGRAPHY CONTAINS 58 SELECTED ABSTRACTS OF RESEARCH REPORTS DATING BACK TO 1964 ON THE GENERAL SUBJECT OF MANPOWER MANAGEMENT. IT WAS PREPARED FROM A SEARCH OF THE NATIONAL TECHNICAL INFORMATION SERVICE DATA BASE OF MORE THAN 300,000 DOCUMENTS SUBMITTED BY AGENCIES OF THE FEDERAL GOVERNMENT AND ALSO BY PRIVATE ORGANIZATIONS OR INDIVIDUALS WITH FEDERAL GRANTS OR CONTRACTS. THE ABSTRACTS INCLUDE STUDIES ON MODEL SIMULATIONS, JOB ANALYSIS, PROJECTION METHODS, STATISTICAL PROCESSES, AND PROGRAM DEVELOPMENT. EACH COMPUTER PRINTOUT INDICATES THE AVAILABILITY OF THE DOCUMENT. (MF)
ERIC: ED079205 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (MF $.95, SEE CATALOG FOR HARDCOPY PRICE)

2879 MANPOWER MANGEMENT STUDIES - SELECTED ABSTRACTS DEC 72
RYERSON, WILLIAM R.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT FOR JAN 64-DEC 72 59P
MANPOWER UTILIZATION, ABSTRACTS, PERSONNEL MANAGEMENT, BIBLIOGRAPHIES, DISADVANTAGED

(CONT.)
2879 GROUPS, CAREER DEVELOPMENT
THE BIBLIOGRAPHY ON MANPOWER UTILIZATION AND MANAGEMENT CONTAINS 58 SELECTED ABSTRACTS OF RESEARCH REPORTS RETRIEVED UTILIZING THE NTIS ON-LINE BIBLIOGRAPHIC SEARCH SYSTEM -- NTISEARCH. THE ABSTRACTS INCLUDE STUDIES ON MODEL SIMULATIONS, JOB ANALYSIS, PROJECTION METHODS, STATISTICAL PROCESSES AND PROGRAM DEVELOPMENT.
NTIS: NTIS-PK-146 NTIS PRICES PC$20.00

2880 MANPOWER NEEDS IN ENVIRONMENTAL MANAGEMENT. RESEARCH REPORT OF A GRADUATE STUDY. JUL 72
MILLISON, JOHN M.;WARMBROD, J. ROBERT
OHIO STATE DEPT. OF EDUCATION, COLUMBUS. AGRICULTURAL EDUCATION SERVICE.; OHIO STATE UNIV., COLUMBUS. DEPT. OF AGRICULTURAL EDUCATION.
NOTES: 35P.
CURRICULUM DESIGN, EMPLOYMENT PROJECTIONS, ENVIRONMENTAL TECHNICIANS, MANPOWER NEEDS, METROPOLITAN AREAS, RESEARCH METHODOLOGY, STATISTICAL DATA, TASK ANALYSIS, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, WATER POLLUTION CONTROL, OHIO
THIS REPORT SUMMARIZES A STUDY DESIGNED TO ASSESS CURRENT AND FUTURE MANPOWER NEEDS IN WASTEWATER TREATMENT, WATER TREATMENT, AND AIR POLLUTION CONTROL, AS WELL AS PERFORM TASK ANALYSES FOR THE PURPOSE OF DEVELOPING COURSES OF STUDY AND INSTRUCTIONAL MATERIALS. DATA WERE COLLECTED BY MEANS OF INTERVIEWS FOR ALL 10 AIR POLLUTION CONTROL AREAS IN OHIO, EIGHT WASTEWATER AND WATER TREATMENT FACILITIES FOR OHIO CITIES WITH A POPULATION UNDER 100,000, AND EIGHT WASTEWATER AND WATER TREATMENT FACILITIES FOR OHIO CITIES WITH A POPULATION OVER 100,000. DATA WERE COLLECTED BY MAIL QUESTIONNAIRE FOR 200 RANDOMLY SELECTED WASTEWATER AND WATER TREATMENT FACILITIES FOR OHIO CITIES WITH A POPULATION UNDER 100,000. AN ANTICIPATED INCREASE OF 109 PERSONS (A 31 PERCENT INCREASE) IN ALL WASTEWATER TREATMENT POSITIONS FROM 1971 TO 1974 WAS REPORTED. AN INCREASE OF 156 PERSONS (A 12 PERCENT INCREASE) IS EXPECTED FROM 1971 TO 1974 IN WATER TREATMENT POSITIONS, AND A 119 PERCENT INCREASE (152 PERSONS) IS ANTICIPATED FROM 1971 TO 1974 IN AIR POLLUTION CONTROL POSITIONS. THESE INCREASED PERSONNEL NEEDS JUSTIFY THE DEVELOPMENT OF TRAINING PROGRAMS IN ENVIRONMENTAL MANAGEMENT OCCUPATIONS. A PROPOSED CURRICULUM FOR A 2-YEAR PROGRAM IN THIS AREA IS INCLUDED. NUMEROUS TABLES PRESENT THE DATA. (AG)
ERIC: ED068632

2881 MANPOWER NEEDS IN THE FIELD OF AGING THE NURSING HOME INDUSTRY. AOA OCCASIONAL PAPERS IN GERONTOLOGY, NO. 1. 75
ADMINISTRATION ON AGING (DHEW), WASHINGTON, D.C. NATIONAL CLEARINGHOUSE ON AGING.
NOTES: 21P.
EMPLOYMENT PATTERNS, EMPLOYMENT TRENDS, GERIATRICS, GERONTOLOGY, HEALTH OCCUPATIONS, HEALTH PERSONNEL, LABOR MARKET, MANPOWER NEEDS, NATIONAL SURVEYS, NURSING HOMES, OCCUPATIONAL SURVEYS, OLDER ADULTS, UNITED STATES
EMPLOYMENT IN NURSING HOMES IS PROJECTED TO INCREASE FROM 583,000 IN 1973 TO 1,036,000 IN 1985. SUBSTANTIALLY MORE WORKERS ARE EXPECTED TO BE EMPLOYED IN NEARLY ALL OCCUPATIONS. THE PROJECTED GROWTH OF 78% IS FASTER THAN THAT EXPECTED IN ANY SEGMENT OF THE HEALTH INDUSTRY. MOST NURSING HOME EMPLOYEES ARE SERVICE WORKERS. TWO OF THESE OCCUPATIONAL CLASSIFICATIONS, PRACTICAL NURSES AND NURSING AIDES, ORDERLIES, AND ATTENDANTS, ACCOUNTED FOR OVER HALF OF TOTAL EMPLOYMENT IN 1973. FOR MANY OCCUPATIONS IN NURSING HOMES, ANNUAL OPENINGS RESULTING FROM THE NEED TO REPLACE WORKERS WHO LEAVE THE LABOR FORCE ARE EXPECTED TO BE MORE SIGNIFICANT THAN THOSE RESULTING FROM EMPLOYMENT GROWTH. AN ANALYSIS OF EMPLOYMENT GROWTH AND THE SUPPLY-DEMAND SITUATION FOR KEY OCCUPATIONS IN THE NURSING HOME INDUSTRY INDICATED THAT NURSING HOMES SHOULD BE ABLE TO MEET THEIR MANPOWER NEEDS PROVIDED THAT WAGES, BENEFITS, HOURS, ETC., WILL BE COMPETITIVE IN THE JOB MARKET. AN APPENDIX DESCRIBES THE METHODS USED BY THE BUREAU OF LABOR STATISTICS TO PROJECT MANPOWER REQUIREMENTS IN KEY NURSING HOME OCCUPATIONS BASED ON ITS PROGRAM FOR DEVELOPING PROJECTIONS FOR THE ENTIRE ECONOMYS INDUSTRIAL AND OCCUPATIONAL STRUCTURE. (JT)
ERIC: ED128578

2882 MANPOWER PLACEMENT SERVICE DELIVERY FOR THE HARD-TO-EMPLOY. POLICY PAPERS IN HUMAN RESOURCES AND INDUSTRIAL RELATIONS 21. MAY 73
HASENFELD, YEHESKEL
WAYNE STATE UNIV., DETROIT, MICH. INST. OF LABOR AND INDUSTRIAL RELATIONS.
NOTES: 103P.
EMPLOYMENT, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, JOB PLACEMENT, MANPOWER DEVELOPMENT, MANPOWER NEEDS, SERVICES, SYSTEMS ANALYSIS, SYSTEMS APPROACH, TECHNOLOGY, UNEMPLOYED
THE BASIC AIM OF THIS REPORT IS TO SUGGEST A STRATEGIC FRAMEWORK FOR THE TRANSFORMATION OF MANPOWER PLACEMENT SERVICES (MPS) FROM A REACTIVE, PRECARIOUS ORGANIZATION INTO AN ACTIVE AND VITAL SERVICE DELIVERY SYSTEM. THE MAIN CHARACTERISTICS OF MPS ARE ANALYZED FROM A SYSTEMS PERSPECTIVE AND ORGANIZATIONAL RESOURCES AND STRUCTURE OF SERVICES FOR THE HARD TO EMPLOY ARE SURVEYED. IT IS POINTED OUT THAT, FOLLOWING THE SYSTEMS PERSPECTIVE, CHANGES IN THE SUPPORTIVE SUBSYSTEM WILL NOT PRODUCE IMMEDIATE RESULTS IN THE SERVICE PATTERNS BUT THAT NEW OPERATIVE GOALS AND SERVICE TECHNOLOGY ARE NEEDED FOR BOTH CLIENTS AND EMPLOYERS. THE BASIC CHANGE STRATEGY SHOULD BE TO EXPAND THE OPERATIVE GOALS OF THE AGENCY WITH THE TWOFOLD AIM OF IMPROVING ITS SERVICES AND INCREASING ITS IMPORTANCE IN THE COMMUNITY. AN INTELLIGENCE SYSTEM IS PROPOSED WHICH WOULD FULFILL THREE RELATED FUNCTIONS TO MONITOR THE EXTERNAL RELEVANT ENVIRONMENT OF THE AGENCY, TO PROVIDE AN INTERNAL AUDIT OF STAFF AND CLIENT ACTIVITIES, AND TO EVALUATE THE AGENCYS OUTPUTS. THE EFFECTIVENESS OF MPS IS DEPENDENT UPON ITS ABILITY TO DEVELOP A MULTILEVEL

(CONT.)

2882 SERVICE DELIVERY SYSTEM THAT BREAKS AWAY FROM THE NARROW CONCEPTION OF MATCHING PERSONS WITH JOBS. (AUTHOR/SA)
ERIC: ED087961 INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS, P.O. BOX 8-1, ANN ARBOR, MICH. 48106 ($7.95 CLOTH, $2.95 PAPER)

2883 MANPOWER PLANNING A RESEARCH BIBLIOGRAPHY AND SUPPLEMENT. BULLETIN 45 AND SUPPLEMENT I. OCT 67
KEAVENY, TIMOTHY J.;HERMAN, GEORGIANNA
NOTES: 56P.
BIBLIOGRAPHIES, LABOR SUPPLY, MANPOWER DEVELOPMENT, MANPOWER NEEDS
THIS BIBLIOGRAPHY IS COMPOSED OF 260 CITATIONS RANGING IN DATE FROM 1942 TO 1967, BUT EMPHASIZING THE 1960 TO 1967 PERIOD. LISTINGS ARE ARRANGED ALPHABETICALLY ACCORDING TO AUTHOR UNDER THE GENERAL DIVISIONS OF INTRODUCTION TO MANPOWER PLANNING, AGGREGATE MANPOWER PLANNING, DISAGGREGATE MANPOWER PLANNING, FOREIGN MANPOWER PLANNING, MANPOWER PLANNING IN THE FIRM, PRODUCTIVITY AND TECHNOLOGICAL CHANGE, AND MISCELLANEOUS. ALTHOUGH THE BIBLIOGRAPHY DOES NOT PURPORT TO BE ALL INCLUSIVE, AN ATTEMPT WAS MADE TO INCLUDE ALL AREAS RELATED TO METHODS AND PROBLEMS OF MANPOWER PLANNING. IN PARTICULAR THE AREAS COVERED ARE METHODS AND PROBLEMS OF AGGREGATE FORECASTING FOR DEVELOPED AND UNDERDEVELOPED NATIONS, DISAGGREGATE FORECASTING, AND COMPANY FORECASTING. THE BIBLIOGRAPHY INCLUDES AN AUTHOR INDEX. (CH)
AIM/ARM: VT009474

2884 MANPOWER PLANNING A RESEARCH BIBLIOGRAPHY. JAN 70
SINHA, NAGENSHWAR P.;HERMAN, GEORGIANNA
MINNESOTA UNIV., MINNEAPOLIS. INDUSTRIAL RELATIONS CENTER.
NOTES: 65P.
MANPOWER DEVELOPMENT, BIBLIOGRAPHIES, MANPOWER NEEDS, LABOR SUPPLY, MANPOWER UTILIZATION, PRODUCTIVITY
THIS BIBLIOGRAPHY COVERS METHODS AND PROBLEMS OF AGGREGATE FORECASTING FOR DEVELOPED AND DEVELOPING NATIONS, DISAGGREGATE FORECASTING, AND FORECASTING BY THE FIRM. A SECTION ON PRODUCTIVITY AND TECHNOLOGICAL CHANGE IS INCLUDED. THIS DOCUMENT IS A REVISION OF AN EARLIER BIBLIOGRAPHY, AVAILABLE AS ED 033 225 OR VT 009 474 (ARM FALL 1970). (BH)
AIM/ARM: VT013503

2885 MANPOWER PLANNING AND FORECASTING, PROCEEDINGS OF THE ANNUAL RESEARCH CONFERENCE (10TH, BEVERLY HILLS, CALIFORNIA, APRIL 10-11, 1967). 68
CALIFORNIA UNIV., LOS ANGELES. INST. OF INDUSTRIAL RELATIONS.
NOTES: 70P.; PROCEEDINGS OF THE ANNUAL RESEARCH CONFERENCE (10TH, BEVERLY HILLS, CALIFORNIA, APRIL 10-11, 1967).
AEROSPACE INDUSTRY, AUTOMATION, CONFERENCE REPORTS, EMPLOYMENT PROJECTIONS, GOVERNMENT ROLE, INDUSTRY, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MINORITY GROUPS, TECHNOLOGICAL ADVANCEMENT, ANNUAL RESEARCH CONFERENCE, CALIFORNIA
FIVE CONFERENCE PAPERS COVERING RESEARCH STUDIES AND PROBLEMS RELATED TO EFFECTIVE UTILIZATION OF MANPOWER IN SOUTHERN CALIFORNIA ARE PRESENTED. THE IMPACT OF TECHNOLOGICAL CHANGE ON EMPLOYEES IN THE SOUTHERN CALIFORNIA AEROSPACE INDUSTRY, BY PAUL PRASOW, REPORTS A LONGITUDINAL STUDY OF SOCIAL AND PSYCHOLOGICAL ADJUSTMENT FACTORS RELATED TO AUTOMATION OF MACHINE TOOLS AND DATA PROCESSING IN THE AEROSPACE INDUSTRY. THE MINORITY GROUP EMPLOYEE BY WILLIAM H. REYNOLDS SUMMARIZES A STUDY OF NEGRO EMPLOYEES IN LOS ANGELES. PROBLEMS OF INDUSTRIAL ORGANIZATIONS IN MANPOWER PLANNING AND FORECASTING, BY BEN M. WHITE, DISCUSSES MANPOWER PLANNING ACTIVITIES DEALING WITH THE BUSINESS PLANNING--INDUSTRIAL RELATIONS INTERFACE AND PROBLEMS OF IDENTIFYING MANPOWER REQUIREMENTS, DEVELOPING A PLAN, ALLOCATING RESOURCES AND INITIATING IMPLEMENTATION ACTIONS. THE ROLE OF GOVERNMENT IN EFFECTIVE MANPOWER PLANNING SYSTEM, WHICH SEEKS TO ESTABLISH INTERAGENCY AREA PLANNING UNITS IN 70 LABOR MARKETS. COMMUNITIES AND THE DEATH OF MANPOWER PLANNING, BY MONROE E. PRICE, ANALYZES THE FRAGMENTATION OF MANPOWER PLANNING AMONG SOCIAL AND ECONOMIC GROUPS AND ORGANIZATIONS. (EM)
ERIC: ED023864 INSTITUTE OF INDUSTRIAL RELATIONS, UNIVERSITY OF CALIFORNIA, LOS ANGELES, CALIFORNIA 90024 ($1.00).

2886 MANPOWER PLANNING AND HIGHER EDUCATION IN THE GERMAN DEMOCRATIC REPUBLIC 1976
SACHSE, E.
INTERNATIONAL LABOUR REVIEW, VOL.113, NO.3, MAY-JUNE 1976, P. 377-390. BIBLIOG. 4
CAREER DEVELOPMENT, COLLEGES AND UNIVERSITIES, EAST GERMANY, ECONOMIC PLANNING, EDUCATION, EMPLOYMENT POLICY, HUMAN RESOURCE DEVELOPMENT, LONG RANGE PLANNING AND OBJECTIVES, MANAGEMENT EDUCATION, RECRUITMENT, SPECIALIZATION
EDUCATIONAL POLICY AND ECONOMIC POLICY ARE CLOSELY LINKED IN THE GERMAN DEMOCRATIC REPUBLIC UNIVERSITY EDUCATION IS DESIGNED NOT ONLY TO ENCOURAGE INTELLECTUAL GROWTH AND IMPROVEMENT OF PERSONAL INTERESTS OR SKILLS BUT ALSO TO MEET SOCIETAL NEEDS. THE GOVERNMENT SHOULD PAY SPECIAL ATTENTION TO PROVIDING APPROPRIATE JOBS FOR THE UNIVERSITY-EDUCATED AND PROMOTING EDUCATIONAL BREADTH TO ALLOW FOR OCCUPATIONAL MOBILITY.
MGMT: IRE7630377

2887 MANPOWER PLANNING AND REDUCTIONS IN FORCE: COMPETITIVE STATUS SENIORITY AND EEOC COMPLIANCE 1975
TORRENCE, W.D.
PERSONNEL JOURNAL, VOL.54, NO.5, MAY 1975, P. 287-299. BIBLIOG. 7
COLLECTIVE BARGAINING, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE

(CONT.)

2887 DEVELOPMENT, MANAGEMENT, PERSONNEL MANAGEMENT, SENIORITY, STATUS, UNIONISM, UNIONS, UNITED STATES
EMPLOYMENT PROBLEMS CANNOT BE SOLVED BY GENERATING EQUITY FOR ONE GROUP AT THE EXPENSE OF ANOTHER. EMPLOYEES WHO HAVE EARNED SENIORITY MUST BE PROTECTED AGAINST ENCROACHMENTS AS A RESULT OF EQUAL EMPLOYMENT OPPORTUNITY REQUIREMENTS.
MGMT: PEJ7540287

2888 MANPOWER PLANNING AND UTILIZATION. 71
CIVIL SERVICE COMMISSION, WASHINGTON, D.C.
NOTES: 62P.
BIBLIOGRAPHIES, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MANPOWER NEEDS, EMPLOYMENT PROJECTIONS, LABOR SUPPLY, LABOR TURNOVER, PROGRAM PLANNING, ANNOTATED BIBLIOGRAPHIES
THIS ANNOTATED BIBLIOGRAPHY ON MANPOWER PLANNING AND UTILIZATION COVERS MATERIALS RECEIVED IN THE U.S. CIVIL SERVICE COMMISSION LIBRARY FROM 1968 THROUGH 1970. REFERENCES ARE LISTED IN SECTIONS BY SUBJECT, SUCH AS MANPOWER FORECASTING, POLICIES AND METHODS, PLANNING, UTILIZATION, SHORTAGES, CHANGES, JOBS, AND SKILLS. NO INDEXES ARE PROVIDED. (MF)
AIM/ARM: VT017197 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (S/= 0600-0615: $.60)

2889 MANPOWER PLANNING CRITERIA MANUAL FOR STATE WATER POLLUTION CONTROL AGENCIES 1973
ABT ASSOCIATES, INC., CAMBRIDGE, MASS. ENVIRONMENTAL PROTECTION AGENCY, WASHINGTON, D.C.
NOTES: 71P
MANPOWER UTILIZATION, WATER POLLUTION ABATEMENT, STATE GOVERNMENT, STATE AGENCIES, ENVIRONMENTAL PROTECTION AGENCY, FEDERAL WATER POLLUTION CONTROL ACT AMENDMENTS OF 1972, NTISEPAO, NTISEPAOWP
THE MANPOWER DEVELOPMENT STAFF, OFFICE OF WATER PROGRAM OPERATIONS, ENVIRONMENTAL PROTECTION AGENCY (EPA) IS RESPONSIBLE FOR FORECASTING THE NUMBER AND TYPES OF PERSONNEL NEEDED BY VARIOUS LEVELS OF GOVERNMENT, PRIVATE, INDUSTRY, AND OTHER ORGANIZATIONS WHICH HAVE A ROLE IN IMPLEMENTING THIS LEGISLATION. TO ASSIST IN THIS DETERMINATION PROCESS THE EPA IS PRESENTLY WORKING WITH AND ASSISTING STATE AND LOCAL GOVERNMENTS IN ESTABLISHING T[illegible]IR OWN IN-HOUSE MANPOWER PLANNING CAPABILITIES BY DEVELOPING A SYSTEMATIC APPROACH TO MANPOWER PLANNING. ONE ASPECT OF THIS IS THE DEVELOPMENT OF MANPOWER PLANN[illegible]NG CRITERIA. THE CRITERIA PRESENTED HEREIN CONSIST OF SELECTED PROGRAMS DEFINITIONS, ASSOCIATED OCCUPATION DESCRIPTIONS AND STAFFING GUIDES FOR ESTIMATING STATE WATER POLLUTION CONTROL AGENCY MANPOWER AND TRAINING REQUIREMENTS.
NTIS: PB-257 711/2ST NTIS PRICES PC$4.50/MF$3.00

2890 MANPOWER PLANNING FOR JOBS IN RURAL AMERICA, PROCEEDINGS OF A CONFERENCE (MICHIGAN STATE UNIVERSITY, DECEMBER 14-15, 1972). APR 73
MOSER, COLLETTE, COMP.
MICHIGAN STATE UNIV., EAST LANSING. CENTER FOR RURAL MANPOWER AND PUBLIC AFFAIRS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 217P.
AGRICULTURE, COMMUNITY COOPERATION, ECONOMIC DEVELOPMENT, HUMAN RESOURCES, JOB TRAINING, LABOR FORCE, LOW INCOME GROUPS, MANPOWER DEVELOPMENT, RURAL AREAS, SOCIOLOGY, UNEMPLOYMENT, VOCATIONAL EDUCATION, RURAL DEVELOPMENT ACT OF 1972
THE ISSUES OF MANPOWER PLANNING AND ECONOMIC DEVELOPMENT WHICH RELATE TO THE RURAL DEVELOPMENT ACT OF 1972 WERE ANALYZED AT THIS CONFERENCE. THE CONFERENCE CONTRIBUTORS WERE CHOSEN BECAUSE OF THEIR EXPERTISE IN SOME ASPECT OF MANPOWER PLANNING, ECONOMIC DEVELOPMENT, OR THE RURAL DEVELOPMENT ACT OF 1972. THE CONFERENCE BEGAN WITH AN OVERVIEW OF MANPOWER PLANNING AND ECONOMIC DEVELOPMENT, FOLLOWED BY 2 SESSIONS ON THE NEW RURAL DEVELOPMENT ACT AND ITS MANPOWER IMPLICATIONS. OTHER MAJOR TOPICS COVERED WERE THE ECONOMIC DEVELOPMENT ADMINISTRATIONS EXPERIENCE WITH MANPOWER PLANNING AND ECONOMIC DEVELOPMENT IN RURAL AREAS, THE COOPERATIVE AREA MANPOWER PLANNING SYSTEM, EXPERIMENTAL RURAL MANPOWER DELIVERY SYSTEMS, AND FUTURE DIRECTIONS FOR RURAL AMERICA. (PS)
ERIC: ED075155

2891 MANPOWER PLANNING FOR PROTECTION OF THE ENVIRONMENT AS A FUNCTION OF THE OHIO ENVIRONMENTAL PROTECTION AGENCY 9 APR 73
KARLAK, JANICE E.
OHIO STATE ENVIRONMENTAL PROTECTION AGENCY, COLUMBUS. DIV. OF PLANNING.
NOTES: 36P
WATER POLLUTION ABATEMENT, MANPOWER UTILIZATION, PROJECT PLANNING, FEDERAL WATER POLLUTION CONTROL ACT AMENDMENTS OF 1972, ENVIRONMENTAL PROTECTION, NTISHRANHP
THE VARIOUS ELEMENTS OF MANPOWER PLANNING FOR THE PROTECTION OF THE ENVIRONMENT, AS SET FORTH BY LAW IN THE FEDERAL WATER QUALITY CONTROL ACT, AS AMENDED IN 1972, ARE DISCUSSED. THEY INCLUDE EMPLOYMENT FORECASTING, TRAINING FOR LABOR SHORTAGES, AIR POLLUTION ABATEMENT, SOLID WASTE MANAGEMENT, AND ENVIRONMENTAL HEALTH. SPECIFIC INVOLVEMENT OF MANPOWER PLANNING WITH THE OHIO ENVIRONMENTAL PROTECTION AGENCY IS DISCUSSED. AT AN ENVIRONMENTAL MANPOWER PLANNING CONFERENCE HELD IN ST. LOUIS, MISSOURI, IT WAS PROPOSED THAT MANPOWER FORECASTS BE MONITORED AND UPDATED DURING THE 1973 - 1978 PERIOD SO THAT INFORMATION WOULD BE AVAILABLE TO THE U.S. EPA FOR PUBLICATION OF SUCH FORECASTS AS REQUIRED BY LAW.
NTIS: HRP-0000890/9ST NTIS PRICES PC$4.00/MF$3.00

2892 MANPOWER PLANNING FOR TECHNOLOGICAL CHANGE: CASE STUDIES OF TELEPHONE OPERATORS. BULLETIN NO. 1574. 68
FREEDMAN, AUDREY
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 38P.
TECHNOLOGICAL ADVANCEMENT, TELEPHONE COMMUNICATIONS INDUSTRY, RETRAINING, EMPLOYER EMPLOYEE RELATIONSHIP, FEMALES, CASE HISTORIES, LABOR DEMANDS, EMPLOYMENT PRACTICES, RELOCATION, MANPOWER UTILIZATION
THIS BULLETIN DESCRIBES THE MANPOWER POLICIES AND EXPERIENCES OF FOUR TELEPHONE COMPANIES IN CUSHIONING THE IMPACT OF TECHNOLOGICAL CHANGE ON THEIR EMPLOYEES. SUCH CHANGE INVOLVED THE ADDITION OF FULLY AUTOMATIC TELEPHONE SWITCHING EQUIPMENT REDUCING THE NEED FOR FEMALE MANUAL TELEPHONE OPERATORS. A FORMAL SYSTEMWIDE POLICY ON MANPOWER PLANNING IN EXISTENCE SEVERAL DECADES PRIOR TO THE CHANGES, HAD AS ITS MAJOR FEATURE A DEVELOPMENT IN ADVANCE OF THE NUMBER OF OPERATORS NEEDED AFTER THE CHANGE. THE UNIONS AND EMPLOYEES WERE NOTIFIED OF THE CHANGES AND THE OPTIONS MONTHS BEFORE THE SCHEDULED CHANGE. IN MOST CASES UNIONS WERE CONCERNED WITH ENFORCING SENIORITY. COMPANIES ENFORCED STRICT CONTROL OVER HIRING AT AN EARLY DATE, HIRING TEMPORARY HELP, IF NECESSARY. TRANSFERS TO OTHER OFFICES WERE OFFERED TO THOSE WHO WOULD NOT HAVE JOBS AFTER THE CHANGE, BUT DUE TO FAMILY RESPONSIBILITIES, SOME WOMEN ACCEPTED LAYOFF WITH SEVERANCE PAY. RETRAINING FOR LONG DISTANCE, INFORMATION, AND INTERCEPT OPERATING WAS PROVIDED TO MOST OF THE DISPLACED MANUAL OPERATORS. (EM)
AIM/ARM: VT006694 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L2.3 1574, $.30).

2893 MANPOWER PLANNING FOR WASTEWATER TREATMENT PLANTS.
OLYMPUS RESEARCH CORP., WASHINGTON, D.C. ENVIRONMENTAL PROTECTION AGENCY, WASHINGTON, D.C.
CONTRACT NO. 211
ADULT VOCATIONAL EDUCATION, MANPOWER DEVELOPMENT, PROGRAM PLANNING, FEDERAL PROGRAMS, GLOSSARIES, OCCUPATIONAL INFORMATION, NATURAL RESOURCES, BIBLIOGRAPHIES, HUMAN RESOURCES, MANUALS, WATER POLLUTION CONTROL, WASTE DISPOSAL, CAREER LADDERS, GOAL ORIENTATION, WASTEWATER TREATMENT PLANTS, ECONOMIC AWARENESS, CAREER AWARENESS
DESIGNED FOR THOSE PERSONS ENGAGED IN FEDERAL AND STATE MANPOWER PLANNING FOR MUNICIPAL WASTEWATER TREATMENT PLANTS, WHICH IS THE FIRST PRIORITY IN GOVERNMENT WATER POLLUTION CONTROL, THE INSTRUCTIONAL MATERIALS IN THIS MANUAL CONTAIN FIVE CHAPTERS, EACH PREPARED TO MEET ONE OF FIVE GENERAL OBJECTIVES. THESE GOALS ARE (1) TO REVIEW THE GENERAL PRINCIPLES AND PRACTICES OF MANPOWER PLANNING, (2) TO REVIEW THE DEVELOPMENT OF THE NATIONS PROGRAMS IN THIS AREA AND THE NEED FOR A SYSTEMATIC EFFORT IN WATER POLLUTION CONTROL, ESPECIALLY AT THE MUNICIPAL LEVEL, (3) TO EXAMINE THE EDUCATIONAL AND MANPOWER DEVELOPMENT RESOURCES AVAILABLE, (4) TO PROVIDE INSTRUCTION IN MANPOWER PLANNING, AND (5) TO ORGANIZE IN A WORKBOOK FORMAT A SERIES OF STEPS TO APPLY DIRECTLY TO MANPOWER PLANNING. MOVING FROM THE GENERAL TO THE SPECIFIC, EACH CHAPTER CONTAINS A CONTENT OUTLINE, A BIBLIOGRAPHY, AND EXTENSIVE READING MATERIALS. RESOURCE MATERIALS SUCH AS JOB DESCRIPTIONS AND A GLOSSARY ARE INCLUDED. (AG)
AIM/ARM: VT016603

2894 MANPOWER PLANNING IN CANADA: TRENDS AND PROSPECTS 1976
LEVESQUE, J.R.
CANADIAN BUSINESS REVIEW, VOL.3, NO.2, SPRING 1976, P. 30-33.
CANADA, GOVERNMENT POLICY, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, LONG RANGE PLANNING AND OBJECTIVES, MANAGEMENT, MANAGEMENT POLICY, PERSONNEL MANAGEMENT
TOPICS OF A SYMPOSIUM ON CORPORATE MANPOWER PLANNING ARE DISCUSSED. THIS POLICY AREA IS SEEN TO BE OF CENTRAL CONCERN TO MANAGEMENT OVER THE NEXT FEW YEARS.
MGMT: CBU76P0030

2895 A MANPOWER PLANNING MODEL FOR ORGANIZATIONAL EFFECTIVENESS 1975
KAHALAS, H.: LEININGER, W.E.
LONG RANGE PLANNING, VOL.8, NO.4, AUG 1975, P. 85-90. BIBLIOG. 19
HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, LABOR MARKET, MANAGEMENT, ORGANIZATION, PLANNING, POLICY
ORGANIZATIONAL EFFECTIVENESS AND ITS BARGAINING POSITION IN TERMS OF HUMAN RESOURCE DEVELOPMENT IS DISCUSSED.
MGMT: LRP75H0085

2896 MANPOWER PLANNING MODELS - III. LONGITUDINAL MODELS AUG 75
GRINOLD, R. C.: MARSHALL, K. T.
NAVAL POSTGRADUATE SCHOOL MONTEREY CALIF
NOTES: TECHNICAL REPT. 90P
MANPOWER UTILIZATION, STATISTICAL ANALYSIS, MANPOWER PLANNING MODELS, NTISDODN
THIS IS THE THIRD IN A SERIES OF REPORTS ON MANPOWER PLANNING MODELS. THE EMPHASIS IN THIS REPORT IS ON THE FORMULATION, THEORY, AND APPLICATION OF LONGITUDINAL MODELS. THE CONCEPTS OF CHAIN FLOWS ARE INTRODUCED AND EXPLOITED IN A NUMBER OF APPLICATIONS.
NTIS: AD-A016 440/8ST NTIS PRICES PC$4.75/MF$2.25

2897 MANPOWER PLANNING MODELS. I. BASIC CONCEPTS DEC 74
GRINOLD, R. C.: MARSHALL, K. T.
NAVAL POSTGRADUATE SCHOOL MONTEREY CALIF
NOTES: TECHNICAL REPT. 29P
MANPOWER, NTISDODN

(CONT.)

2897 THE REPORT IS THE FIRST IN A SERIES WHICH PRESENT METHODS USED IN ANALYZING MANPOWER PLANNING PROBLEMS. THE CONCEPTS OF STOCKS, FLOWS, MANPOWER CLASSIFICATION AND TIMING CONVENTION ARE INTRODUCED, TOGETHER WITH BASIC FLOW CONSERVATION CONCEPTS AND EQUILIBRIUM ANALYSIS.
NTIS: AD/A-005 871/9ST NTIS PRICES PC$3.75/MF$2.25

2898 MANPOWER PLANNING MODELS. II. CROSS SECTIONAL MODELS MAR 75
GRINOLD, R. C.;MARSHALL, K. T.
NAVAL POSTGRADUATE SCHOOL MONTEREY CALIF
NOTES: TECHNICAL REPT. 108P
MANPOWER UTILIZATION, STATISTICAL ANALYSIS, MANPOWER PLANNING MODELS, NTISDODN
THIS IS THE SECOND IN A SERIES OF REPORTS ON MANPOWER PLANNING MODELS. THE EMPHASIS IN THIS REPORT IS ON THE FORMULATION, THEORY, AND APPLICATION OF CROSS-SECTIONAL MODELS. INCLUDED ARE SECTIONS SHOWING APPLICATIONS TO PLANNING AND FORECASTING UNIVERSITY FACULTY MOVEMENT, A UNIVERSITY RETIREMENT SYSTEM, AND FORECASTING STUDENT ENROLLMENTS.
NTIS: AD-A009 926/7ST NTIS PRICES PC$5.25/MF$2.25

2899 MANPOWER PLANNING MODELS. IV. SYNTHESIS OF CROSS-SECTIONAL AND LONGITUDINAL MODELS NOV 75
GRINOLD, R. C.;MARSHALL, KNEALE T.
NAVAL POSTGRADUATE SCHOOL MONTEREY CALIF
NOTES: TECHNICAL REPT. 46P
MANPOWER UTILIZATION, MANPOWER PLANNING MODELS, NTISDODN
THE REPORT IS THE FOURTH IN A SERIES ON MANPOWER PLANNING MODELS. ITS MAIN PURPOSE IS TO COMPARE THE CROSS-SECTIONAL AND LONGITUDINAL MODELS DESCRIBED IN THE SECOND AND THIRD REPORTS, POINT OUT THEIR SIMILARITIES AND DIFFERENCES, AND PRESENT A THEORETICAL COMPARISON OF THE TWO TYPES OF MODELS.
NTIS: AD-A019 385/4ST NTIS PRICES PC$4.00/MF$2.25

2900 MANPOWER PLANNING STRATEGIES FOR EMERGENCY PUBLIC EMPLOYMENT. FINAL REPORT. MAR 72
RUTSTEIN, JACOB ;SCHICK, RICHARD P.
NATIONAL CIVIL SERVICE LEAGUE, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 316P.
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, EMPLOYMENT QUALIFICATIONS, FIELD STUDIES, GOVERNMENT EMPLOYEES, GOVERNMENT ROLE, JOB DEVELOPMENT, MANPOWER DEVELOPMENT, MANPOWER NEEDS, PROGRAM PLANNING, PUBLIC SERVICE OCCUPATIONS, UNDEREMPLOYED, UNEMPLOYED, CHICAGO, CONNECTICUT, EMERGENCY EMPLOYMENT ACT
THIS REPORT PRESENTS A PLAN INDICATING HOW STATE AND LOCAL GOVERNMENTS MIGHT HIRE THE UNEMPLOYED AND THE UNDEREMPLOYED FOR GOVERNMENT JOBS UNDER THE PROVISIONS OF LAWS SUCH AS THE EMERGENCY EMPLOYMENT ACT. TWO MAJOR JURISDICTIONS WERE SELECTED FOR THE FIELD STUDY, THE CITY OF CHICAGO AND THE STATE OF CONNECTICUT, TO REPRESENT A BROAD SPECTRUM OF THE LABOR AND JOB MARKETS. THE REPORT DISCUSSES PLANNING PROGRAM AND PERSONNEL NEEDS, SURVEY PROCEDURES, AND ORGANIZATIONAL ARRANGEMENTS NEEDED FOR AN EMERGENCY PUBLIC EMPLOYMENT PROGRAM. PROBLEMS TO BE OVERCOME INCLUDE (1) CHANGING CIVIL SERVICE REQUIREMENTS THAT ACT AS BARRIERS TO EMERGENCY PUBLIC EMPLOYMENT, (2) RESTRUCTURING JOBS SO THAT THE LOW-SKILLED CAN PERFORM THEM, AND (3) PROVIDING CAREER DEVELOPMENT OPPORTUNITIES FOR EMERGENCY PUBLIC EMPLOYEES SO THAT THEY CAN MOVE TO PERMANENT JOBS IN PRIVATE INDUSTRY OR IN GOVERNMENT. THE REPORT SUGGESTS IN GENERAL TERMS A BROAD RANGE OF ALTERNATIVES FOR STATE AND LOCAL GOVERNMENTS TO FOLLOW TO EMPLOY THE UNEMPLOYED AND UNDEREMPLOYED FOR WORK THAT WOULD OTHERWISE REMAIN UNDONE. (MF)
ERIC: ED079508 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 213 686, MF $1.45, HC $6.00)

2901 MANPOWER PLANNING WITH UNCERTAIN REQUIREMENT 1976
GRINOLD, R.C.
OPERATIONS RESEARCH, VOL.24, NO.3, MAY-JUNE 1976, P. 387-399. BIBLIOG. 5
ANALYTICAL TECHNIQUES, COST EFFECTIVENESS, DECISION SCIENCE, GOALS AND OBJECTIVES, MANAGEMENT, MARKET DEMAND, MARKOV CHAIN, MATRIX, MODELING, OPERATIONS RESEARCH, OPTIMIZATION, PERFORMANCE APPRAISAL, PERSONNEL MANAGEMENT, PRODUCTION CONTROL, PRODUCTION MANAGEMENT, PRODUCTION POLICY, QUANTITATIVE METHODS, STOCHASTIC MODEL, SUPPLY AND DEMAND, UNCERTAINTY
EXAMINES THE PROBLEM OF PRODUCING A COMMODITY WITH UNCERTAIN FUTURE DEMAND, WITH LAGS IN THE PRODUCTION PROCESS AND WITH THE COMMODITY ITSELF BEING A VITAL INPUT IN THE PRODUCTION PROCESS. THE PROBLEM UNDER CONSIDERATION IS THE NAVAL AVIATION SYSTEM. NUMERICAL ILLUSTRATION IS PROVIDED TO STUDY THE CONTROL POLICY, CONTROL OBJECTIVES, THE OPTIMAL ACCESSION POLICY, AND COST PERFORMANCE TRADEOFFS.
MGMT: OPP76E0387

2902 MANPOWER PLANNING, OCCUPATIONAL EDUCATION, AND LABOR MOBILITY. DASP TECHNICAL PAPER NO. 1. 74
KAUFMAN, JACOB J.;SUMANSKY, JOHN M.
NORTH CAROLINA STATE UNIV., RALEIGH, CENTER FOR OCCUPATIONAL EDUCATION. NATIONAL INST. OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. NE-C-00-3-0069
NOTES: 90P.
AGRICULTURAL LABORERS, AREA STUDIES, DEMOGRAPHY, EDUCATIONAL PLANNING, GEOGRAPHIC LOCATION, LABOR MARKET, LABOR TURNOVER, LITERATURE REVIEWS, MANPOWER DEVELOPMENT,

(CONT.)
2902 MANPOWER UTILIZATION, MIGRATION, MOBILITY, NEGRO EMPLOYMENT, OCCUPATIONAL MOBILITY, RELOCATION, TABLES (DATA), TREND ANALYSIS, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, MANPOWER PLANNING
THE REPORT DETAILS THE IMPLICATIONS OF MOBILITY FOR MANPOWER PLANNING, TRACES THE IMPACT OF MOBILITY ON PLANNING FOR THE TRAINING AND DEVELOPMENT OF SKILLED MANPOWER, AND SUMMARIZES THE FACTORS INFLUENCING LABOR MOBILITY DRAWN FROM A REVIEW OF THE RELEVANT LITERATURE. THE FIRST SECTION INTRODUCES THE PROBLEM, SUMMARIZES FACTORS AFFECTING LABOR MOBILITY, AND DISCUSSES IMPLICATIONS FOR MANPOWER AND EDUCATIONAL PLANNERS. IT EMPHASIZES THAT CRITERIA MUST BE ESTABLISHED SO THAT THE MOST EFFICIENT MEANS OF ALLOCATING RESOURCES AND EFFORT ARE USED IN MANPOWER PLANNING AND IN DEVELOPING EDUCATIONAL AND TRAINING PROGRAMS. SEVERAL CRITERIA ARE DISCUSSED MARKET, SOCIAL DEMAND, RATE OF RETURN, AND MANPOWER REQUIREMENTS. ALSO DESCRIBED ARE LABOR MOBILITY AND ITS IMPACT ON MANPOWER AND OCCUPATIONAL EDUCATION PLANNING IN THE UNITED STATES, AS WELL AS VARIOUS APPROACHES TO PLANNING (EMPLOYER SURVEYS, EXTRAPOLATIONS OF TRENDS, ECONOMETRIC TECHNIQUES, AND THE JOB VACANCY-OCCUPATIONAL OUTLOOK). THE FOLLOWING SECTION FOCUSES ON THE CENTRAL ISSUE OF GEOGRAPHIC LABOR MOBILITY AND ITS DETERMINANTS. THE MOBILITY OF NEGROES AND AGRICULTURAL WORKERS IS ALSO EXAMINED. THE CONCLUSIONS STRESS THE STRENGTHENING OF THE PLANNERS ROLE IN DEVELOPING TRAINING AND EDUCATIONAL PROGRAMS, PROVIDING JOB OPPORTUNITIES, AND OTHER RELEVANT SERVICES. A BIBLIOGRAPHY AND APPENDED TABLES COMPLETE THE DOCUMENT. (JB)
ERIC: ED109355

2903 MANPOWER PLANNING: A BIBLIOGRAPHY. 69
LEWIS, C. G., ED.;AND OTHERS
NOTES: 104P.
BIBLIOGRAPHIES, EMPLOYMENT PROJECTIONS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PROGRAM PLANNING
THIS BIBLIOGRAPHY IS INTENDED AS A REFERENCE ON MANPOWER PLANNING, AT THE NATIONAL, INDUSTRY, OR COMPANY LEVEL. CERTAIN RECURRING THEMES GUIDED THE SELECTION OF DOCUMENTS IN THIS SURVEY (1) THE MAIN OBJECTIVE OF MACROECONOMIC PLANNING IS THE GUIDANCE OF CHANGING UNEMPLOYMENT PATTERNS TOWARDS DESIRED GOALS, (2) MANPOWER PLANNING SHOULD BE CLOSELY LINKED TO ECONOMIC AND EDUCATIONAL PLANNING, AND (3) PREPARATION OF A VIABLE MANPOWER PLAN SEEMS TO REQUIRE THE USE OF AN ACCOUNTING FRAMEWORK, THE PROJECTION AND MANPOWER NEEDS AND OF MANPOWER AVAILABILITIES, THE ANALYSIS OF UTILIZATION, AND THE MONITORING OF LABOR MOBILITY. AFTER A CONSIDERATION OF THESE VARIOUS PROBLEM AREAS AT THE DIFFERENT PLANNING LEVELS, THE REMAINDER OF THE BOOKS IS DEVOTED TO A LIST OF 706 REFERENCES ON MANPOWER PLANNING. (BH)
AIM/ARM: VT011711

2904 MANPOWER PLANNING: MYTHS AND REALITIES 1975
MENZI, O.M.
ADHEPENT, VOL.2, NO.2, AUG 1975, P. 42-49.
CETA, FINANCIAL MANAGEMENT, HUMAN RESOURCE DEVELOPMENT, JOB DEVELOPMENT, MODELING, PLANNING, PUBLIC ADMINISTRATION, TRAINING AND DEVELOPMENT
THE BUDGETING PROCESS IS NOT BASED UPON THE SAME KIND OF LOGIC AND PROCEDURES AS THE PLANNING PROCESS. GUIDES FOR CETA IMPLEMENTATION AND MANPOWER PLANNING ARE OFTEN NOT VERY HELPFUL WHEN APPLIED TO THE REAL WORLD.
MGMT: ADM75H0042

2905 MANPOWER POLICIES AND PROGRAMS: A REVIEW, 1935-75. JAN 76
CLOGUE, EWAN;KRAMER, LEO
UPJOHN (W.E.) INST. FOR EMPLOYMENT RESEARCH, KALAMAZOO, MICH.
NOTES: 102P.; THE APPENDIX TABLE MAY REPRODUCE POORLY IN HARD COPY DUE TO SMALL PRINT SIZE
ECONOMIC FACTORS, EMPLOYMENT PROGRAMS, FEDERAL GOVERNMENT, FEDERAL LEGISLATION, FEDERAL PROGRAMS, LABOR CONDITIONS, LABOR DEMANDS, LABOR ECONOMICS, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, NATIONAL PROGRAMS, POLICY FORMATION, POVERTY PROGRAMS, PUBLIC POLICY, REVENUE SHARING, TRAINING, YOUTH PROGRAMS, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA, NEIGHBORHOOD YOUTH CORPS
CONSTITUTING AN UPDATE TO A PREVIOUS PUBLICATION THAT INTERPRETED THE DIRECTIONS OF UNITED STATES MANPOWER POLICY SUBSEQUENT TO WORLD WAR II, THIS PUBLICATION PLACES THE PREVIOUS ESSAY IN THE HISTORICAL CONTEXT OF MANPOWER POLICIES THAT REACH BACK TO THE GREAT DEPRESSION OF THE 1930S AND THE EMPLOYMENT ACT OF 1946; AND TO POLICY OPTIONS NOW BEFORE THE NATION FOR COPING WITH AN UNPRECEDENTED DEEP AND NAGGING RECESSION WITH THE ACCOMPANY INFLATION. THE RESULT IS AN OVERVIEW OF FOUR DECADES OF MANPOWER POLICY IN TERMS OF THE ISSUES TO WHICH THE POLICY HAS BEEN ADDRESSED. SEVEN CHAPTERS FOCUS ON THE FOLLOWING AREAS THE ORIGINS OF FEDERAL MANPOWER POLICIES; A NEW MANPOWER POLICY; FEDERAL GOVERNMENT RESPONSIBILITY; EQUAL OPPORTUNITY AND THE WAR ON POVERTY; TWO APPRAISALS OF THE JOHNSON YEARS; THE NIXON ADMINISTRATION; A COMPREHENSIVE MANPOWER REVENUE-SHARING PROGRAM; AND, MASSIVE UNEMPLOYMENT A NEW MANPOWER CHALLENGE. A TABLE PROVIDING STATISTICS ON ENROLLMENT OPPORTUNITIES, FIRST-TIME ENROLLMENTS, AND FEDERAL OBLIGATIONS FOR WORK AND TRAINING PROGRAMS ADMINISTERED BY THE DEPARTMENT OF LABOR BY PROGRAM FOR FISCAL YEARS 1963-1974 IS PROVIDED IN THE APPENDIX. (AUTHOR/AM)
ERIC: ED120274 W. E. UPJOHN INSTITUTE FOR EMPLOYMENT RESEARCH, 300 SOUTH WESTNEDGE AVENUE, KALAMAZOO, MICHIGAN 49007 ($1.50 PER COPY, 10-25, $1.35 EA., 26-50, $1.27 EA., 51-100, $1.20 EA., 101 OR MORE, $1.12 EA.)

2986 MANPOWER POLICIES AND THE DISADVANTAGED: A SUMMARY REPORT ON LABOR MARKET INFORMATION SYSTEMS AND THE DISADVANTAGED, WITH EMPHASIS ON POLICY IMPLICATIONS. 30 SEP 74
MYERS, CHARLES A.
MASSACHUSETTS INST. OF TECH., CAMBRIDGE. ALFRED P. SLOAN SCHOOL OF MANAGEMENT. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 28P.
DISADVANTAGED GROUPS, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT PROBLEMS, EMPLOYMENT SERVICES, INFORMATION SYSTEMS, JOB DEVELOPMENT, LABOR MARKET, MANPOWER DEVELOPMENT, POLICY
THE REPORT HIGHLIGHTS POLICY IMPLICATIONS OF RESEARCH CONDUCTED ON FORMAL AND INFORMAL LABOR MARKET INFORMATION SYSTEMS AND THE DISADVANTAGED. POLICY IMPLICATIONS ARE DEVELOPED AT THE END OF EACH OF EIGHT SECTIONS REVIEWING STUDIES IN THE AREAS OF INSURANCE, AN INNER-CITY TRAINING PROGRAM, NEWSPAPER ADS, THE JOB BANK SYSTEM, IMMIGRANT LABOR, CRIMINAL PARTICIPATION IN AN AGE-WORK ADJUSTMENT FRAMEWORK, THE EARLY LABOR MARKET EXPERIENCE OF YOUNG MEN, AND A SPECIAL TYPE OF DISADVANTAGED, UNEMPLOYED AEROSPACE ENGINEERS. THE REPORT CONCLUDES WITH A SUMMARY OF POLICY RECOMMENDATIONS FOR THE DISADVANTAGED IN THE AREAS OF THE DEVELOPMENT OF INFORMAL INFORMATION NETWORKS: THE NEED FOR SUPPORT SYSTEMS IN THE INTERNAL LABOR MARKET OF FIRMS: THE NEED FOR HELP FROM SHORT-RUN FORMAL LABOR MARKET INFORMATION SYSTEMS: IMPROVED ACCESS BY WAY OF THE JOB BANK TO AVAILABLE ENTRY LEVEL JOBS: FURTHER IMMIGRATION TO FILL LOW-WAGE JOBS: EDUCATION AND EMPLOYMENT OPPORTUNITIES TO HELP YOUNG PEOPLE AVOID ARREST AND IMPRISONMENT AND BETTER WORK TRAINING PROGRAMS IN PRISONS: IMPROVED EMPLOYER-DESIGNED JOB ENRICHMENT EFFORTS OR MORE DEMANDING FIRST JOBS: AND, FOR DISPLACED PROFESSIONALS, IMPROVED MANPOWER PROGRAMS, COUNSELING, AND JOB DEVELOPMENT. APPENDIXES LIST THE MASSACHUSETTS INSTITUTE OF TECHNOLOGY AND HARVARD STUDIES REFERRED TO IN THE REPORT. (NH)
ERIC: ED101115

2987 MANPOWER POLICIES FOR RESIDENTS OF LOWER-INCOME RURAL AND SEMI-RURAL COUNTIES. 20 JUN 69
EDWARDS, CLARK
DEPARTMENT OF AGRICULTURE, WASHINGTON, D.C.
NOTES: 12P.
COOPERATIVE PLANNING, DEPRESSED AREAS (GEOGRAPHIC), ECONOMICALLY DISADVANTAGED, ECONOMIC CLIMATE, FEDERAL GOVERNMENT, JOB DEVELOPMENT, LOW INCOME GROUPS, MANPOWER UTILIZATION, POLICY FORMATION, POPULATION DISTRIBUTION, REGIONAL PLANNING, RURAL DEVELOPMENT, RURAL NONFARM SECTOR
AROUND 1,000 RURAL AND SEMI-RURAL COUNTIES ARE SUFFERING FROM DECREASED DEMAND FOR FARM LABOR AND THE LACK OF NEW NONFARM JOBS, RESULTING IN UNDEREMPLOYMENT, LOW INCOME, FRUSTRATION, AND OUT-MIGRATION. MANPOWER POLICIES DEALING WITH THE ECONOMIC OPPORTUNITY OF RESIDENTS OF RURAL, NONFARM AREAS OFTEN OVERLOOK TWO IMPORTANT ASPECTS OF THE PROBLEM (1) UNIFORM NATIONAL, MONETARY, AND FISCAL POLICIES AT THE FEDERAL LEVEL, AND SPECIFIC POLICIES DEALING DIRECTLY WITH INDIVIDUAL HOUSEHOLDS AND FIRMS AT THE LOCAL LEVEL, LEAP-FROG OVER THE REGIONAL, MULTICOUNTY DIMENSIONS OF THE PROBLEM. (2) POLICIES OFTEN DEPEND ON INDIRECT ROUTES OF ATTACK WITH A CONSEQUENT FAVORABLE MULTIPLIER EFFECT. FOR EXAMPLE, WE PROMOTE GROWTH IN CENTERS OF ECONOMIC ACTIVITY AND HOPE FOR MULTIPLICATIVE BENEFITS IN THE HINTERLANDS. MANPOWER POLICIES NEED TO BE EVALUATED IN TERMS OF ACTUAL AND ANTICIPATED IMPACTS ON (1) THE OVERALL NATIONAL ECONOMIC CLIMATE: (2) INDIVIDUAL FIRMS AND HOUSEHOLDS: (3) GEOGRAPHICALLY DISPERSED POPULATIONS: AND (4) THE COMMUNITY FACILITIES AND INSTITUTIONS OF THE ECONOMIC REGION IN WHICH THE TARGET GROUP LIVES, SHOPS, AND WORKS. MANPOWER POLICIES NEED TO BE IMPLEMENTED WITH AN UNDERSTANDING OF THE REGIONAL VARIATIONS IN UNEMPLOYMENT AND UNDEREMPLOYMENT POINTING MORE DIRECTLY TO TARGET POPULATIONS AND RELYING LESS ON INDIRECT POLICIES WITH HOPED-FOR BENEFITS. (JC)
ERIC: ED103135

2988 MANPOWER POLICY AND PROBLEMS IN GREECE. REVIEWS OF MANPOWER AND SOCIAL POLICIES NO. 3. 65
ORGANISATION FOR ECONOMIC COOPERATION AND DEVELOPMENT, PARIS (FRANCE).
NOTES: 45P.
DEMOGRAPHY, ECONOMIC CLIMATE, ECONOMIC DEVELOPMENT, EMPLOYMENT PROGRAMS, FOREIGN COUNTRIES, GOVERNMENT ROLE, LABOR MARKET, MANPOWER DEVELOPMENT, MIGRATION, PUBLIC POLICY, UNEMPLOYMENT, GREECE
A FULL SOLUTION OF THE EMPLOYMENT PROBLEMS OF COUNTRIES IN THE STAGE OF DEVELOPMENT NOW EXISTING IN GREECE, TO A GREAT EXTENT DEPENDS UPON THE POSSIBILITIES OF ACHIEVING THE ACCUMULATION OF CAPITAL NECESSARY FOR THE ESTABLISHMENT OF NEW INDUSTRIES AND OTHER INVESTMENT. IT IS IMPORTANT FOR GREECE TO PROMOTE ECONOMIC PROGRESS IN THE DIFFERENT REGIONS SO AS TO AVOID AN EXAGGERATED CONCENTRATION IN THE ALREADY OVER-CONGESTED PRESENT CENTERS AND THE EMIGRATION ABROAD OF THE MOST DYNAMIC ELEMENTS OF THE YOUNG GENERATION. ALSO IN THIS CONTEXT, PROPER MANPOWER POLICIES WILL BE OF IMPORTANCE SO AS TO PROMOTE THE IMPROVEMENT AND NECESSARY ADJUSTMENT OF HUMAN RESOURCES. THE FOLLOWING IS OF PARTICULAR IMPORTANCE (1) A REORGANIZED EMPLOYMENT SERVICE WITH BETTER INFORMATION ABOUT THE LABOUR MARKET FOR EMPLOYERS AND EMPLOYEES, (2) VOCATIONAL GUIDANCE AND COUNSELING, (3) VOCATIONAL TRAINING FACILITIES FOR YOUNG AND ADULTS, AND (4) APPROPRIATE AIDS TO ECONOMICALLY DESIRABLE MOBILITY. THIS WOULD ALSO INCLUDE POSITIVE MEASURES TO PROMOTE THE RETURN AND REINTEGRATION IN THE GREEK ECONOMY OF WORKERS HAVING ACQUIRED NEW SKILLS AND EXPERIENCES ABROAD. ACTIVITIES IN ALL THESE FIELDS SHOULD BE PART OF ANY PROGRAM FOR ECONOMIC AND TECHNICAL ASSISTANCE TO GREECE. (AUTHOR
AIM/ARM: VT014343 OECD PUBLICATIONS CENTER, SUITE 1207, 1750 PENNSYLVANIA AVENUE, N.W., WASHINGTON, D.C. 20006 ($1.50)

2909 MANPOWER POLICY AND PROGRAMMES IN CANADA. REVIEWS OF MANPOWER AND SOCIAL POLICIES NO. 4. 66
ORGANISATION FOR ECONOMIC COOPERATION AND DEVELOPMENT, PARIS (FRANCE).
NOTES: 149P.
ECONOMIC CLIMATE, EMPLOYMENT PROGRAMS, FOREIGN COUNTRIES, GOVERNMENT ROLE, LABOR FORCE, MANPOWER DEVELOPMENT, PUBLIC POLICY, UNEMPLOYMENT, CANADA
THIS REPORT DESCRIBES THE CANADIAN LABOR FORCE AND ECONOMIC CLIMATE, AND THE EMPLOYMENT AND MANPOWER POLICIES WHICH COMPRISE CANADAS ACTIVE MANPOWER POLICY. EXPANDED PROGRAMS FOR VOCATIONAL AND TECHNICAL TRAINING ARE RECOMMENDED, ESPECIALLY FOR UNEMPLOYED YOUTH. (3H)
ERIC: ED059359 OECD PUBLICATIONS CENTER, SUITE 1207, 1750 PENNSYLVANIA AVE., N.W., WASHINGTON, D.C. 20006 ($3.00)

2910 MANPOWER POLICY AND PROGRAMMES IN THE UNITED STATES. REVIEWS OF MANPOWER AND SOCIAL POLICIES, 2. FE964
ORGANISATION FOR ECONOMIC COOPERATION AND DEVELOPMENT, PARIS (FRANCE).
NOTES: 202P.
DEPRESSED AREAS (GEOGRAPHIC), ECONOMIC PROGRESS, EDUCATIONAL PLANNING, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, EMPLOYMENT TRENDS, JOB TRAINING, LABOR ECONOMICS, LABOR FORCE, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, NATIONAL PROGRAMS, OCCUPATIONAL MOBILITY, PUBLIC POLICY, RESEARCH NEEDS, TECHNOLOGICAL ADVANCEMENT, UNEMPLOYMENT, VOCATIONAL EDUCATION
EXAMINERS APPOINTED BY THE ORGANISATION FOR ECONOMIC COOPERATION AND DEVELOPMENT (OECD) REPRESENTING THE INTERNATIONAL LABOUR OFFICE, CANADA, AND SWEDEN, VISITED THE UNITED STATES IN JANUARY 1963 TO STUDY THE COUNTRYS MANPOWER POLICY, AND PREPARE A LIST OF QUESTIONS TO BE ADDRESSED TO THE UNITED STATES AUTHORITIES. THE EXAMINERS REPORT AND A BACKGROUND REPORT SUBMITTED BY THE UNITED STATES AUTHORITIES WERE DISCUSSED AT A 1963 MEETING OF OECDS MANPOWER AND SOCIAL AFFAIRS COMMITTEE, WHEN REPRESENTATIVES OF UNITED STATES GOVERNMENT AGENCIES REPLIED TO QUESTIONS RAISED BY THE EXAMINERS AND BY MEMBERS OF THE COMMITTEE. BOTH REPORTS AND THE EXAMINERS QUESTIONS AND REPLIES BY THE UNITED STATES AUTHORITIES ARE INCLUDED IN THIS DOCUMENT, WITH ATTENTION GIVEN IN EACH TO (1) ECONOMIC GROWTH AND THE UNEMPLOYMENT PROBLEM, (2) TECHNOLOGICAL CHANGE AND ITS IMPLICATIONS, (3) EDUCATION AND TRAINING FOR ECONOMIC GROWTH, AND (4) THE EMPLOYMENT SERVICE AND MANPOWER POLICY. THE CONCLUSIONS OF THE MANPOWER AND SOCIAL AFFAIRS COMMITTEE ARE INCLUDED. (ET)
ERIC: ED017709

2911 MANPOWER POLICY AND PROGRAMS IN FIVE WESTERN EUROPEAN COUNTRIES FRANCE, GREAT BRITAIN, THE NETHERLANDS, SWEDEN AND WEST GERMANY. MANPOWER RESEARCH BULLETIN NUMBER 11. JUL 66
EARL, LEWIS M.:AND OTHERS
OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH (DOL), WASHINGTON, D.C.
NOTES: 63P.
ADMINISTRATIVE POLICY, BIBLIOGRAPHIES, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, FEDERAL PROGRAMS, FOREIGN COUNTRIES, MANPOWER DEVELOPMENT, OCCUPATIONAL GUIDANCE, OCCUPATIONAL MOBILITY, PUBLIC POLICY, UNEMPLOYMENT, VOCATIONAL EDUCATION, FRANCE, GREAT BRITAIN, NETHERLANDS, SWEDEN, WEST GERMANY
FOR EACH OF THE COUNTRIES, THE CURRENT MANPOWER POLICIES ARE DESCRIBED, THE DEVELOPMENT OF MANPOWER POLICY IN RELATION TO OTHER NATIONAL GOALS IS EXPLAINED, AND MAJOR ELEMENTS OF MANPOWER PROGRAMS ARE DISCUSSED. INFORMATION WAS OBTAINED FROM SELECTED PUBLISHED MATERIALS. SOME GENERAL FINDINGS ARE (1) MEASURES TO ACHIEVE FULL EMPLOYMENT, ECONOMIC GROWTH, STABLE PRICES, AND A SOUND MONETARY POLICY WERE WELL INTEGRATED AND COORDINATED, (2) INFORMATION DEVELOPED FROM PROGRAMS AND RESEARCH RELATED TO MANPOWER AND THE LABOR FORCE WERE OFTEN USED BY POLICY MAKERS, (3) ALTHOUGH PUBLISHED STATISTICS OFTEN ARE LACKING, THERE IS GENERALLY GOOD COMMUNICATION OF INFORMATION TO ALL CONCERNED WITH MATCHING JOBS AND WORKERS, (4) ADULT TRAINING FOR EMPLOYMENT WAS A PERMANENT PART OF THE MANPOWER PROGRAM IN ALL FIVE COUNTRIES, (5) PUBLIC WORKS WERE USED IN SEVERAL COUNTRIES TO COMBAT CYCLICAL AND SEASONAL UNEMPLOYMENT, (6) MUCH ATTENTION WAS GIVEN TO FUTURE DEMAND AND AVAILABILITY OF WORKERS, AND (7) THE AGENCIES IN THE MANPOWER ADMINISTRATION OF THE FIVE COUNTRIES HAVE DIFFERENT FUNCTIONS AND DIFFERENT DEGREES OF AUTHORITY. A SELECTED BIBLIOGRAPHY INCLUDES BOTH PUBLICATIONS CONTAINING GENERAL INFORMATION AND THOSE CONTAINING INFORMATION FOR EACH OF THE FIVE COUNTRIES. (EM)
ERIC: ED021979 MANPOWER ADMINISTRATION, U.S. DEPARTMENT OF LABOR, 14TH STREET AND CONSTITUTION AVENUE, N.W., WASHINGTON, D.C. 20210

2912 MANPOWER POLICY AND THE NATIONS ECONOMY OCT 72
MANGUM, GARTH L.
MANPOWER:4:10:3-7
ECONOMIC DEVELOPMENT, EMPLOYMENT PROGRAMS, LABOR ECONOMICS, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER NEEDS, NATIONAL PROGRAMS, POLICY FORMATION, PROGRAM COORDINATION, PUBLIC POLICY
LACK OF LONG-RANGE PLANNING DIMINISHES USE OF MANPOWER POLICY AS ECONOMIC TOOL. (EDITOR)
ERIC: EJ066319

2913 MANPOWER POLICY IN IRELAND OECD REVIEWS OF MANPOWER AND SOCIAL POLICIES, NO. 15. 74
ORGANISATION FOR ECONOMIC COOPERATION AND DEVELOPMENT, PARIS (FRANCE).
NOTES: 67P.
ADMINISTRATIVE POLICY, CHANGE STRATEGIES, ECONOMIC DEVELOPMENT, EMPLOYMENT LEVEL, EMPLOYMENT PATTERNS, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES,

(CONT.)
2913 FOREIGN COUNTRIES, INDUSTRIAL TRAINING, JOB DEVELOPMENT, LABOR ECONOMICS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, NATIONAL PROGRAMS, POLICY FORMATION, PUBLIC POLICY, REGIONAL PROGRAMS, SOCIOECONOMIC INFLUENCES, SUBEMPLOYMENT, IRELAND, MANPOWER POLICY
THE EXAMINATION OF IRISH MANPOWER POLICY IS LARGELY DEVOTED TO A CONSIDERATION OF THE STRATEGY FOR ECONOMIC DEVELOPMENT AND PERMANENT JOB CREATION--AS WELL AS TO A STUDY OF VARIOUS ASPECTS OF THE PROCEDURES AND ADMINISTRATIVE ARRANGEMENTS ADOPTED TO ATTAIN THESE OBJECTIVES. ATTENTION IS DRAWN TO THE FUNDAMENTAL IMBALANCES IN THE IRISH ECONOMY--HIGH UNEMPLOYMENT, A TRADE DEFICIT, CONSIDERABLE EMIGRATION, AND INFLATIONARY PRESSURES. THE DOCUMENT PRESENTS THE CONCLUSIONS OF THE MANPOWER AND SOCIAL AFFAIRS COMMITTEE OF THE ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT AS AN INTRODUCTION TO THE EXAMINERS REPORT. THE FOLLOWING TOPICS ARE EXAMINED (1) ECONOMIC BACKGROUND AND THE ROLE OF MANPOWER POLICY, (2) MANPOWER POLICIES AND THE ROLE OF THE DEPARTMENT OF LABOR, (3) THE ADMINISTRATION OF REGIONAL POLICY, (4) THE NATIONAL EMPLOYMENT SERVICE, (5) MANPOWER INFORMATION, (6) TRAINING AND EDUCATION, AND (7) MANPOWER POLICY IN IRELAND--A CONCLUDING INTERPRETATION. THE EXAMINATION INDICATES THAT IRISH MANPOWER POLICY IS BEING USED TO SUPPORT ECONOMIC DEVELOPMENT CHIEFLY THROUGH MEASURES TO STIMULATE DEMAND FOR LABOR BY THE INDUSTRIAL DEVELOPMENT PROGRAM AND TO IMPROVE SUPPLY THROUGH THE ENCOURAGEMENT OF TRAINING AND THE PROVISION OF AN IMPROVED EMPLOYMENT SERVICE. (AUTHOR/MW)
ERIC: ED103676 OECD PUBLICATIONS CENTER, SUITE 1207, 1750 PENNSYLVANIA AVE., NW, WASHINGTON, D.C. 20006 ($3.00)

2914 MANPOWER POLICY IN JAPAN. REVIEWS OF MANPOWER AND SOCIAL POLICIES NUMBER 11. 73
ORGANISATION FOR ECONOMIC COOPERATION AND DEVELOPMENT, PARIS (FRANCE).
NOTES: 169P.
EMPLOYMENT PRACTICES, EMPLOYMENT PROGRAMS, JOB TRAINING, LABOR FORCE, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, NATIONAL PROGRAMS, PROGRAM EVALUATION, PUBLIC POLICY, SOCIOCULTURAL PATTERNS, JAPAN, MANPOWER POLICY
THE ONLY NON-WESTERN MEMBER OF THE ORGANISATION FOR ECONOMIC COOPERATION AND DEVELOPMENT PRESENTS SPECIAL OPPORTUNITIES AND DIFFICULTIES FOR WESTERN OBSERVERS OF ITS PUBLIC POLICIES IN THE AREAS OF EMPLOYMENT, MANPOWER, AND LABOR MARKET. WHILE JAPAN IS CLEARLY MOVING TOWARD A MORE WESTERN TYPE OF LABOR MARKET, DIFFERENCES REMAIN IN EMPLOYMENT PRACTICES, SOCIAL POLICY, AND INDUSTRIAL RELATIONS. JAPANS EMPLOYMENT SYSTEM (THE LIFELONG EMPLOYMENT PRINCIPLE WITH STEEP SENIORITY WAGE PROGRESSION) HAS BEEN COMPATIBLE WITH A HIGH RATE OF PRODUCTIVITY GROWTH, A REMARKABLE STABILITY OF EMPLOYMENT, AND A VERY LOW RATE OF UNEMPLOYMENT. AN ECONOMIC DISADVANTAGE IS THE RESTRAINT ON OCCUPATIONAL MOBILITY. PRIME RESPONSIBILITY FOR INDUSTRIAL TRAINING HAS TRADITIONALLY BEEN WITH THE EMPLOYERS, BUT THE GOVERNMENT IS BEGINNING TO INCREASE PUBLIC EFFORTS TOWARD VOCATIONAL TRAINING. THE JAPANESE EXPERIENCES AND PLANNING ARE EXAMINED AND THE FINDINGS SUMMARIZED IN THIS REPORT. IT IS NOTED THAT JAPAN IS CONTINUING TOWARD A BROADENED SYSTEM OF RECURRENT, LIFELONG TRAINING. AS THEY HAVE NOT BEEN TIED BY SPECIFIC PUBLIC COMMITMENTS THE JAPANESE HAVE PARTICULAR POSSIBILITIES FOR CREATING NEW SYSTEMS WHICH MAY PROVIDE MORE LABOR MARKET ADAPTABILITY AND FREEDOM OF CHOICE AMONG WORK, STUDY, AND RETIREMENT THAN IN EXISTING SYSTEMS IN OTHER COUNTRIES. (MF)
ERIC: ED078147 OECD PUBLICATIONS CENTER, SUITE 1207, 1750 PENNSYLVANIA AVE., N.W., WASHINGTON, D. C. 20006 ($3.75)

2915 MANPOWER POLICY IN WESTERN EUROPE NOV 72
REUBENS, BEATRICE G.
MANPOWER;4:11:16-22
ADULT VOCATIONAL EDUCATION, CONTINUOUS LEARNING, EMPLOYMENT PROGRAMS, JOB TRAINING, MANPOWER DEVELOPMENT, VOCATIONAL RETRAINING, VOCATIONAL TRAINING CENTERS, FRANCE, GERMANY, GREAT BRITAIN
OCCUPATIONAL TRAINING PROGRAMS FOR EMPLOYED AS WELL AS UNEMPLOYED WORKERS AT EVERY SKILL LEVEL AND PUBLIC SYSTEMS OF CONTINUOUS TRAINING AND EDUCATION FOR ADULTS, EXPANDING IN THREE WESTERN EUROPEAN COUNTRIES, MERIT AMERICAN ATTENTION. (MF)
ERIC: EJ072908

2916 THE MANPOWER POTENTIAL IN OUR ETHNIC GROUPS, SEMINAR ON MANPOWER POLICY AND PROGRAM. (WASHINGTON, D.C., JANUARY 12, 1967). 67
HALL, EDWARD T.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 27P.
MANPOWER UTILIZATION, ETHNIC GROUPS, CULTURAL TRAITS, CULTURALLY DISADVANTAGED, CULTURAL DIFFERENCES, ESKIMOS, NEGROES, AMERICAN INDIANS, SOCIAL VALUES, SUBCULTURE, EMPLOYMENT POTENTIAL
THE PROCEEDINGS OF THE 28TH IN A SERIES OF SEMINARS ON MANPOWER POLICY AND PROGRAM WERE CONDENSED IN THIS REPORT. GEORGE MEAVER WAS THE SEMINAR CHAIRMAN, DR. BEN S. STEPHANSKY THE MODERATOR, AND DR. EDWARD T. HALL, AN ANTHROPOLOGIST, THE PRINCIPAL SPEAKER. TO TALK ABOUT THE MANPOWER POTENTIAL IN AN ETHNIC GROUP IS TO RAISE QUESTIONS ABOUT THE VALUES HELD BY MANY AMERICANS, IMPLYING THAT SOME GROUPS ARE HIGH IN SKILLS AND THAT OTHERS ARE LOW. THOSE GROUPS WHOSE NORMS DO NOT CONFORM TO MAJORITY NORMS ARE VIEWED AS LIABILITIES TO OUR SOCIETY, RATHER THAN BEING VIEWED AS HAVING PARTICULAR TALENTS--CULTURALLY PRODUCED--WHICH COULD BE TRANSLATED INTO SKILLS USEFUL TO MID-20TH CENTURY AMERICAN LIFE. THE CULTURALLY DIFFERENT, SUCH AS AMERICAN INDIANS, ESKIMOS, AND NEGROES, HAVE INADVERTENTLY BECOME THE CULTURALLY DEPRIVED AS A RESULT OF BOTH THE MAJORITYS SELF-CENTERED EXPECTATION THAT OTHERS SHOULD CONFORM TO ITS OWN NORTH EUROPEAN, MIDDLE-CLASS, WORK ORIENTED NORMS AND THE FAILURE TO REWARD TALENTS OUTSIDE THE DOMINANT

(CONT.)

2916 CULTURAL MOLD. GREATER RESEARCH EFFORTS ARE REQUIRED TO LEARN MORE ABOUT SKILLS AS A FUNCTION OF ETHNIC AFFILIATION, WHAT IT IS THAT VARIOUS GROUPS DO WELL, AND WAYS TO IMPROVE AND USE THESE SKILLS IN A MANNER CONSISTANT WITH NATIONAL NEEDS. (ET)
AIM/ARM: VT004340

2917 MANPOWER PROBLEMS AND ECONOMIC OPPORTUNITIES IN AN ADJUSTING REGIONAL ECONOMY THE UPPER PENINSULA OF MICHIGAN SEP 65
NORTHERN MICHIGAN UNIV., MARQUETTE.
CONTRACT NO. MDTA-1E-64
NOTES: 297P
MANPOWER STUDIES, ECONOMICS, UPPER PENINSULA(MICHIGAN)
THE MAIN PURPOSE OF THIS STUDY IS TO INVESTIGATE AND ANALYZE ECONOMIC CONDITIONS, PAST AND PRESENT, IN ORDER (I) TO ASCERTAIN THOSE FACTORS CONSIDERED TO HAVE BEEN THE MOST IMPORTANT DETERMINANTS OF THE PRESENT SITUATION, (II) TO POINT OUT THOSE AREAS OF THE UPPER PENINSULA ECONOMY IN WHICH IMPROVEMENTS COULD MOST LIKELY OCCUR AND (III) TO DEVELOP MODELS FOR FORECASTING FUTURE DEMAND AND SUPPLY OF LABOR WITHIN THE REGION SO AS TO FORESEE FUTURE IMBALANCES IN THE REGIONAL LABOR MARKET. IT IS HOPED THAT THE MODELS, ALTHOUGH DEVELOPED SPECIFICALLY FOR APPLICATION TO THE UPPER PENINSULA REGIONAL ECONOMY, WILL FIND USE IN OTHER REGIONAL STUDIES.
NTIS: PB-179 188 CFSTI PRICES PC$6.00 MF$0.95

2918 MANPOWER PROGRAM FOLLOW-UP SYSTEMS APR 73
MORSCH, WILLIAM
COLUMBIA RESEARCH ASSOCIATES, CAMBRIDGE, MASS. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
NOTES: FINAL REPT. FEB-MAR 73 46P
MANAGEMENT INFORMATION SYSTEMS, PERSONNEL DEVELOPMENT, NTISLABASP
THE PURPOSE OF THIS PAPER IS TO DEVELOP SOME OF THE CONSIDERATIONS WHICH WOULD BE INVOLVED IN THE DESIGN AND IMPLEMENTATION OF A FOLLOW-UP SYSTEM. THE PRESENT MANAGEMENT INFORMATION SYSTEMS (MIS), WHICH DO NOT TRACK PROGRAM ENROLLEES FOR A LONG ENOUGH PERIOD AFTER LEAVING THE PROGRAM, ARE REVIEWED TO CONSIDER WAYS OF SOLVING THIS PROBLEM. SOME ALTERNATIVE DESIGNS OF FOLLOW-UP SYSTEMS, THEIR ORGANIZATIONAL IMPLICATIONS AND COSTS, ARE PRESENTED. BASED ON CONSIDERATIONS OF COST AND TIMELINESS, A CONSTANT RELIABILITY MODEL FOR FOLLOW-UP IS RECOMMENDED. HOWEVER, IMPROVED PERFORMANCE OF THE FOLLOW-UP SYSTEM AT A MUCH LOWER COST MAY BE POSSIBLE WITH A PROFILE MODEL FURTHER RESEARCH IS NEEDED, HOWEVER, TO ESTABLISH THE FEASIBILITY OF THAT ALTERNATIVE. A REFERENCE GROUP IS SUGGESTED INSTEAD OF A CONTROL GROUP FOR COMPARISON PURPOSES, BECAUSE OF THE PROBABLE DIFFERENCES IN MOTIVATION AND OTHER FACTORS BETWEEN CONTROL GROUP MEMBERS AND ENROLLEES.
NTIS: PB-256 301/3ST NTIS PRICES PC$4.00/MF$3.00

2919 MANPOWER PROGRAMS AND BLACK PROGRESS JUN 74
LEVITAN, SAR:AND OTHERS
MANPOWER:6:6:3-10
MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, EDUCATIONAL PROGRAMS, RACIAL DIFFERENCES, NEGROES, UNEMPLOYMENT, DISADVANTAGED YOUTH, JOB PLACEMENT, SALARY DIFFERENTIALS, MANPOWER PROGRAMS
BLACKS HAVE RECEIVED THE LARGEST SHARE OF AID UNDER FEDERALLY ASSISTED MANPOWER PROGRAMS, ESPECIALLY YOUTH ORIENTED PROGRAMS. COMMENTS ARE OFFERED CONCERNING DIRECT AND INDIRECT BENEFITS OF SOME OF THESE PROGRAMS. IN SPITE OF SUCH PROGRAMS MOST OF THE HUMAN RESOURCES OF BLACKS REMAIN UNTAPPED, REFLECTING THE ENORMITY OF THE TASK. (SA)
ERIC: EJ098940

2920 MANPOWER PROGRAMS AND METROPOLLYANA THE FEDERAL NON-RESPONSE TO THE NEEDS OF RURAL AND SMALL TOWN PEOPLE IN EMPLOYMENT AND TRAINING PROGRAMS. 17 APR 75
KARTER, TOM
RURAL AMERICA, INC., WASHINGTON, D.C.: RURAL HOUSING ALLIANCE, WASHINGTON, D.C.
NOTES: 19P.: PAPER PRESENTED AT THE NATIONAL CONFERENCE ON RURAL AMERICA (1ST, WASHINGTON, D.C., APRIL 1975)
EMPLOYMENT PROGRAMS, FEDERAL AID, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, MANPOWER NEEDS, RESOURCE ALLOCATIONS, RURAL AREAS, RURAL URBAN DIFFERENCES, UNEMPLOYMENT, URBAN AREAS
RURAL AREAS HAVE A GREATER PER CAPITA NEED FOR MANPOWER SERVICES FOR UNEMPLOYED AND ECONOMICALLY DISADVANTAGED PERSONS THAN URBAN AREAS. FEDERAL OFFICIALS RESPONSIBLE FOR DEVELOPING MANPOWER POLICIES AND DECIDING FUND ALLOCATIONS HAVE KNOWN OF THE RURAL POPULATIONS SPECIAL NEEDS FOR MANPOWER SERVICES. YET, PROGRAMS SUCH AS THE WORK INCENTIVE PROGRAM AND THE EMERGENCY EMPLOYMENT ACT OF 1971 HAVE BEEN DEVELOPED PRIMARILY FOR URBAN AREAS, RESULTING IN A PATTERN OF RURAL DISCRIMINATION. THE FARM LABOR SERVICE, AREA REDEVELOPMENT ACT OF 1961, MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962, AND ECONOMIC OPPORTUNITY ACT HAVE RESPONDED TO THE NEEDS OF RURAL AREAS. TODAY THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973 (CETA) GIVES STATE AND LOCAL OFFICIALS DECISION MAKING POWER OVER MANPOWER PROGRAMS AND ALLOCATES FUNDS FOR ALL RURAL AND URBAN COMMUNITIES ON THE BASIS OF A FORMULA IN THE LAW. HOWEVER, PRESENT METHODS OF MEASURING UNEMPLOYMENT DO NOT ACCURATELY MEASURE REAL UNEMPLOYMENT LEVELS IN RURAL AREAS. CONSEQUENTLY, THIS FORMULA USED FOR ALLOCATING CETA FUNDS DISCRIMINATES AGAINST RURAL AREAS. OTHER IMPEDIMENTS TO AN EQUITABLE SHARE OF MANPOWER FUNDS ARE LACK OF JOBS, RESOURCES, FACILITIES, AND PERSONNEL IN RURAL AREAS: DISPERSION OF THE RURAL POPULATION: GREATER COST OF OPERATING RURAL PROGRAMS: AND COMPLEX PROBLEMS FACING RURAL MANPOWER PLANNERS. (NQ)
ERIC: ED104585

2921 MANPOWER PROGRAMS FOR DISADVANTAGED YOUTHS MAY 72
RAWLINS, V. LANE
INDUSTRIAL RELATIONS:11:2:184-197
ADULT VOCATIONAL EDUCATION, DISADVANTAGED YOUTH, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, ON THE JOB TRAINING, POVERTY PROGRAMS, PROGRAM DESCRIPTIONS, JOB CORPS, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, NEIGHBORHOOD YOUTH CORPS
ERIC: EJ060187

2922 MANPOWER PROGRAMS IN 4 CITIES JAN 72
MANPOWER:4:1:8-12
ADULT VOCATIONAL EDUCATION, DISADVANTAGED GROUPS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, JOB TRAINING, MANPOWER DEVELOPMENT, PROGRAM DESCRIPTIONS, PROGRAM EFFECTIVENESS, WELFARE RECIPIENTS
STUDY ASSESSES IMPACT OF JOB TRAINING ON INDIVIDUALS AND INSTITUTIONS. (EDITOR)
ERIC: EJ048638

2923 MANPOWER PROGRAMS TO REDUCE INFLATION AND UNEMPLOYMENT MANPOWER LYRICS FOR MACRO MUSIC. DEC 71
HOLT, CHARLES C.;AND OTHERS
URBAN INST., WASHINGTON, D.C. FORD FOUNDATION, NEW YORK, N.Y.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.; NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C.
NOTES: 139P.
BUSINESS CYCLES, ECONOMIC CLIMATE, FEDERAL GOVERNMENT, GOVERNMENT ROLE, MANPOWER DEVELOPMENT, PUBLIC POLICY, UNEMPLOYMENT
THERE IS GROWING RECOGNITION THAT THE CONTROL OF AGGREGATE DEMAND IS LIMITED IN ITS ABILITY TO CONTROL BOTH UNEMPLOYMENT AND INFLATION, AND THAT STRUCTURAL CHANGES IN THE ECONOMY WILL BE REQUIRED TO ACHIEVE CONTINUING FULL EMPLOYMENT AND PRICE STABILITY. THIS REPORT INDICATES HOW MANPOWER POLICIES CAN CONTRIBUTE TO STABILIZATION OF THE ECONOMY. IT IS A PRELIMINARY EFFORT TO FORMULATE AN ACTIVE PROGRAM AND TO ASSESS ITS COSTS AND BENEFITS. SHIFTING THE TRADE-OFF BETWEEN INFLATION AND UNEMPLOYMENT SO THAT BOTH ARE REDUCED CAN BE ACCOMPLISHED IN SEVERAL WAYS (1) REDUCTION IN THE LABOR TURNOVER RATE, (2) INCREASE IN JOB SEARCH EFFICIENCY, (3) REDUCTION IN THE RESPONSIVENESS OF WAGES AND PRICES TO THE VACANCY-UNEMPLOYMENT RATIO, (4) CONTROL OF EXOGENOUS PRESSURES TOWARD INFLATION, AND (5) REDUCTION IN IMBALANCES BETWEEN COMPARTMENTS. RECOMMENDATIONS TO IMPROVE THE TRADE-OFF COVER FOUR AREAS (1) JOB MATCHING, (2) VOCATIONAL COUNSELING AND EMPLOYMENT OPPORTUNITIES FOR YOUTH, (3) TRAINING AND JOB RESTRUCTURING, AND (4) GEOGRAPHIC MOBILITY ASSISTANCE. (BH)
ERIC: ED064477 PUBLICATIONS OFFICE, URBAN INSTITUTE, 2100 M STREET, N.W., WASHINGTON, D.C. 20037 ($2.50)

2924 MANPOWER PROJECT MONITORING AND PROGRAM EVALUATION NOV 75
FOTTLER, MYRON D.;RAELIN, JOSEPH A.
STATE UNIV. OF NEW YORK AT BUFFALO. HUMAN RESOURCES INST.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-31-36-74-02
NOTES: INTERIM REPT. 43P
CURRICULA, MANPOWER, COURSES, NTISSUNY, NTISLABPEU
THIS IS ONE OF A SERIES OF COURSES DESIGNED TO MEET THE EDUCATIONAL NEEDS OF PRIME SPONSOR STAFF EMPLOYED BY A STATE OR LOCAL AGENCY UNDER THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA). THIS SPECIFIC COURSE INTRODUCES STUDENTS TO THE PRINCIPLES, TECHNIQUES, AND LIMITATIONS OF THE PROGRAM MONITORING AND EVALUATION PROCESS. THE COURSE ALSO PROVIDED STUDENTS HANDS-ON EXPERIENCE IN DESIGNING A MODEL MANPOWER MONITORING AND EVALUATION SYSTEM FOR A SPECIFIC ORGANIZATION. THE MONOGRAPH CONTAINS A DISCUSSION OF COURSE OBJECTIVES, PROVIDES AN OVERVIEW OF THE INSTRUCTIONAL MODULES USED AS WELL AS A DETAILED COURSE SYLLABUS, AND INCLUDES A REFERENCE SECTION AND CASE STUDY UTILIZED AS TEACHING TOOLS.
NTIS: PB-272 462/3ST NTIS PRICES PC A03/MF A01

2925 MANPOWER REPORT OF THE PRESIDENT A REPORT ON MANPOWER REQUIREMENTS, RESOURCES, UTILIZATION, AND TRAINING. MAR 73
DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 257P.
ECONOMIC CHANGE, EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, FEDERAL GOVERNMENT, HUMAN RESOURCES, LABOR FORCE, LOCAL GOVERNMENT, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, POPULATION TRENDS, REVENUE SHARING, SPANISH AMERICANS, SPANISH SPEAKING, STATE GOVERNMENT, TABLES (DATA), UNEMPLOYMENT
THIS REPORT DESCRIBES CHANGES IN THE RATE OF ECONOMIC RECOVERY IN 1972 AND ANALYZES RATES OF UNEMPLOYMENT THAT OCCURRED FOLLOWING PHASE II OF PRESIDENT NIXONS NEW ECONOMIC POLICY. CHAPTER 1, THE EMPLOYMENT AND UNEMPLOYMENT RECORD, DISCUSSES THE MAJOR GAINS IN EMPLOYMENT ACHIEVED IN 1972, WHILE CHAPTER 2, MANPOWER PROGRAMS A NEW ROLE FOR STATES AND LOCALITIES, HIGHLIGHTS THE LATEST DEVELOPMENTS IN MANPOWER REVENUE SHARING--AN EFFORT TO DECENTRALIZE PLANNING AND MANAGEMENT, WHICH SHOULD PROVIDE STATES AND LOCALITIES WITH A GREATER ROLE IN REGROUPING AND CONSOLIDATING PROGRAM ACTIVITIES. MANPOWER NEEDS OF THE FUTURE ARE DISCUSSED IN CHAPTER 3, POPULATION CHANGES A CHALLENGE TO MANPOWER POLICY, AND A MANPOWER PROFILE AND DISCUSSION OF PROGRAMS FOR THE SPANISH SPEAKING ARE OFFERED IN CHAPTER 4, SPANISH-SPEAKING AMERICANS THEIR MANPOWER PROBLEMS AND OPPORTUNITIES. IMPROVEMENTS IN EMPLOYMENT SERVICE MANAGEMENT SYSTEMS AND TABLES ILLUSTRATING U.S. DEPARTMENT OF LABOR STATISTICS ON THE LABOR FORCE ARE APPENDED. (SB)
ERIC: ED075581 SUPERINTENDENT OF DOCUMENTS, U. S. GOVERNMENT PRINTING OFFICE,

(CONT.)
2925 WASHINGTON, D.C. 20402 (LI.42/2 973: $2.65)

2926 MANPOWER REPORT OF THE PRESIDENT AND A REPORT ON MANPOWER REQUIREMENTS, RESOURCES, UTILIZATION, AND TRAINING, MARCH 1966. MAR66
DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 245P.
AGRICULTURAL LABORERS, DISADVANTAGED GROUPS, EDUCATIONAL PROGRAMS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, EMPLOYMENT TRENDS, FEDERAL LEGISLATION, FEDERAL PROGRAMS, LABOR FORCE, MANPOWER UTILIZATION, POVERTY PROGRAMS, UNEMPLOYMENT, UNEMPLOYMENT INSURANCE, VOCATIONAL EDUCATION, YOUTH PROGRAMS, COMMUNITY ACTION PROGRAM, HUMAN RESOURCES DEVELOPMENT PROGRAM, JOB CORPS, NYTA PROGRAMS, NEIGHBORHOOD YOUTH CORPS, PROJECT HEAD START
HIGHLIGHTS OF THE PRESIDENTS REPORT INCLUDED (1) IN 1965 MORE THAN 100,000 PERSONS COMPLETED TRAINING UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT, (2) 3 OF EVERY 4 WERE PLACED IN JOBS WITHIN 90 DAYS OF COMPLETION OF THE COURSE, (3) MORE THAN 500,000 YOUNG MEN AND WOMEN WERE APPROVED FOR PARTICIPATION IN THE NEIGHBORHOOD YOUTH CORPS, (4) APPROXIMATELY 200 AREA VOCATIONAL-TECHNICAL SCHOOLS WERE APPROVED FOR CONSTRUCTION, AND (5) 95,000 FULL-TIME STUDENTS WERE RECEIVING FINANCIAL ASSISTANCE TO BEGIN OR CONTINUE VOCATIONAL TRAINING. THE DEPARTMENT OF LABOR REPORT PROCEEDS FROM AN UNQUALIFIED COMMITMENT TO THE VIEW THAT FULL EMPLOYMENT OPPORTUNITY IS A PROPER, PRACTICABLE, AND FIRST-PRIORITY NATIONAL OBJECTIVE. MAJOR SECTIONS ARE (1) REVIEW OF CURRENT DEVELOPMENTS, (2) MANPOWER OUTLOOK, (3) HIDDEN COSTS OF UNEMPLOYMENT, (4) UNUSED MANPOWER RESOURCES AND THEIR DEVELOPMENT, (5) YOUNG WORKERS, AND (6) FARMWORKERS. THE NEED FOR STRENGTHENING TRAINING PROGRAMS FOR DEVELOPING AND UTILIZING PRESENTLY UNDERUTILIZED HUMAN RESOURCES IS EMPHASIZED. A STATISTICAL APPENDIX IS INCLUDED. FOR A SUMMARY OF THE REPORT SEE VT 003 706. THIS DOCUMENT IS AVAILABLE FOR $1.50 FROM THE SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402. (SL)
ERIC: ED016035

2927 MANPOWER REPORT OF THE PRESIDENT INCLUDING A REPORT ON MANPOWER REQUIREMENTS, RESOURCES, UTILIZATION, AND TRAINING. APR 68
NOTES: 331P.
DISADVANTAGED GROUPS, ECONOMIC FACTORS, EDUCATIONAL NEEDS, EMPLOYMENT, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EMPLOYMENT TRENDS, FEDERAL PROGRAMS, GEOGRAPHIC DISTRIBUTION, HUMAN RESOURCES, INFORMATION NEEDS, JOB TRAINING, LABOR FORCE, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MIGRATION, OBJECTIVES, SUBEMPLOYMENT, UNEMPLOYED, UNEMPLOYMENT, VOCATIONAL EDUCATION
THE MANPOWER MESSAGE OF THE PRESIDENT TO THE CONGRESS, DELIVERED JANUARY 23, 1967, IN WHICH HE PROPOSED THE LARGEST MANPOWER PROGRAM YET UNDERTAKEN BY THE NATION IS PRESENTED. THE SIXTH MANPOWER REPORT, THE MAJOR PART OF THIS DOCUMENT, ASSESSES ACCOMPLISHMENTS AND SHORTCOMINGS OF EFFORTS DIRECTED TOWARD NATIONAL MANPOWER OBJECTIVES. NEW GROUND IS BROKEN THROUGH THE REPORTS SYSTEMATIC REVIEW, IN EACH CHAPTER, OF THE CURRENT STATE OF KNOWLEDGE OF THE MAJOR MANPOWER PROBLEM AREAS AND THE SUGGESTIONS IT MAKES REGARDING NEEDED INFORMATIONAL IMPROVEMENTS. MAJOR CHAPTER HEADINGS ARE--(1) INTRODUCTION BY THE SECRETARY OF LABOR, (2) NEW PERSPECTIVES ON MANPOWER PROBLEMS AND MEASURES, (3) BARRIERS TO EMPLOYMENT OF THE DISADVANTAGED, (4) BRIDGING THE GAP FROM SCHOOL TO WORK, (5) GEOGRAPHIC FACTORS IN EMPLOYMENT AND MANPOWER DEVELOPMENT, AND (6) REVIEW OF MANPOWER DEVELOPMENTS IN 1967, INCLUDING THE SUBHEADINGS TRENDS IN EMPLOYMENT AND UNEMPLOYMENT AND NEW DEVELOPMENTS IN MANPOWER PROGRAMS. A STATISTICAL APPENDIX INCLUDES 87 TABLES WHICH PROVIDE INFORMATION ON (1) THE LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT, (2) SPECIAL LABOR FORCE DATA, (3) EMPLOYMENT, HOURS, EARNINGS, AND LABOR TURNOVER IN NONAGRICULTURAL ESTABLISHMENTS, (4) STATE AND AREA EMPLOYMENT AND UNEMPLOYMENT, AND (5) MANPOWER PROGRAM STATISTICS. THE DATA FOR 1967 REFLECT SEVERAL DEFINITIONAL CHANGES OF IMPORTANT CONCEPTS. ABSTRACTS OF CHAPTERS 2 THROUGH 6 ARE AVAILABLE AS VT 005 942-VT 005 947. THIS DOCUMENT IS AVAILABLE AS L1.42/2--968 FOR $2.25 FROM SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402. (ET)
AIM/ARM: VT001025

2928 MANPOWER REPORT OF THE PRESIDENT INCLUDING A REPORT ON MANPOWER REQUIREMENTS, RESOURCES, UTILIZATION, AND TRAINING. MAR 72
DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 291P.
ANNUAL REPORTS, CULTURALLY DISADVANTAGED, EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, EQUAL OPPORTUNITIES (JOBS), FEDERAL PROGRAMS, GOVERNMENT ROLE, LABOR SUPPLY, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, PUBLIC POLICY, TABLES (DATA), UNEMPLOYMENT, YOUTH EMPLOYMENT, LABOR FORCE PARTICIPATION
TO PROVIDE FULL OPPORTUNITY FOR ALL WORKERS, EFFORTS ARE UNDERWAY TO REFORM MANPOWER PROGRAMS AND IMPROVE THEIR EFFECTIVENESS, AND TO DEVELOP A BROADER NATIONAL MANPOWER POLICY INTEGRATED INTO THE OVERALL ECONOMIC POLICY FOR ACHIEVING THE NATIONS ECONOMIC AND SOCIAL OBJECTIVES. THIS 10TH ANNUAL REPORT DESCRIBES MANPOWER PROBLEMS AND ISSUES AND EXPLAINS THE POLICIES NEEDED TO ACHIEVE THE HUMAN RESOURCES DEVELOPMENT GOALS WHICH ARE PART OF AN ACTIVE MANPOWER POLICY. PROBLEM AREAS WHICH ARE CONSIDERED INCLUDE (1) FEDERAL MANPOWER POLICIES, (2) EMPLOYMENT AND UNEMPLOYMENT, (3) MANPOWER PROGRAMS, (4) YOUTH UNEMPLOYMENT, AND (5) PROFESSIONAL JOB MARKET. (BH)
ERIC: ED062529 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NUMBER 2900-0145, $2.25)

2929 MANPOWER REPORT OF THE PRESIDENT. APR 74
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 375P.
ECONOMIC CHANGE, EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, FEDERAL LEGISLATION, HUMAN RESOURCES, LABOR FORCE, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, POPULATION TRENDS, TABLES (DATA), UNEMPLOYMENT, MANPOWER PROGRAMS, MANPOWER RESEARCH, WORK INCENTIVE PROGRAMS
THIS 12TH REPORTS OPENING CHAPTERS HIGHLIGHT IMPORTANT RECENT DEVELOPMENTS IN EMPLOYMENT AND UNEMPLOYMENT AND IN LEGISLATION AUTHORIZING MANPOWER AND RELATED PROGRAMS. THE SIGNIFICANT, MIXED PATTERN SET BY SOME 1973 INDICATORS (REFLECTING ACCELERATED INFLATION AND A SMALL DECLINE IN REAL WEEKLY EARNINGS) AND EMPLOYMENT TRENDS IN MAJOR INDUSTRIES, OCCUPATIONS, AND POPULATION GROUPS (INCLUDING BLACKS AND VIETNAM VETERANS) ARE SURVEYED IN CHAPTER 1. CHAPTER 2. MANPOWER PROGRAMS MOVING TOWARD DECENTRALIZATION, DISCUSSES FEATURES OF THE NEW LAW, PLANS FOR COPING WITH THE MANPOWER ASPECTS OF THE ENERGY SHORTAGE, AND DEVELOPMENTS IN UNEMPLOYMENT INSURANCE. THE NEW GEOGRAPHY OF EMPLOYMENT MIGRATION AND THE AMERICAN WORKER, CHAPTER 3, REVIEWS RECENT PATTERNS OF LABOR FORCE AND POPULATION MOBILITY. NEW EVIDENCE ON PAST WORK EXPERIENCES AND OPPORTUNITIES FOR OCCUPATIONAL ADVANCEMENT OF DIFFERENT GROUPS OF WORKERS ARE EXAMINED IN CHAPTER 4. IN CONCLUSION, CHAPTER 5, WIN II A PROGRESS REPORT, RECOUNTS THE 1973 STORY OF THE WORK INCENTIVE PROGRAM. REPORTS ON PUBLIC EMPLOYMENT, EDUCATION AND TRAINING UNDER MDTA, THE TEXT OF THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973, AND TABLES SHOWING DEPARTMENT OF LABOR STATISTICS ON THE LABOR FORCE ARE APPENDED. (NH)
ERIC: ED097436 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($3.65)

2930 THE MANPOWER REPORT OF THE PRESIDENT, A REPRINT FROM THE 1967 MANPOWER REPORT. 67
NOTES: 13P.
EDUCATIONAL POLICY, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, EMPLOYMENT TRENDS, FEDERAL GOVERNMENT, FEDERAL LAWS, FEDERAL PROGRAMS, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, UNEMPLOYMENT, VOCATIONAL EDUCATION
IN 1966, THE NATIONS UNEMPLOYMENT RATE DROPPED BELOW 4 PERCENT, A 13-YEAR LOW. THE TOTAL PRODUCTION OF GOODS AND SERVICES WAS $58 MILLION MORE THAN IN 1965, AND THE AFTER-TAX INCOME OF AMERICAN FAMILIES INCREASED, AFTER ALLOWING FOR PRICE INCREASES, BY 3.5 PERCENT. THIS PROGRESS RESULTED FROM BUSINESS AND LABOR ACHIEVEMENTS, GRADUALLY IMPROVING EDUCATION, AND EFFORTS BY THE GOVERNMENT TO ENCOURAGE AND SUSTAIN ECONOMIC GROWTH AND TO CARRY OUT HUMANE AND POSITIVE MANPOWER PROGRAMS. THROUGH THE ECONOMIC OPPORTUNITY ACT (EOA) OF 1964, THE ELEMENTARY AND SECONDARY EDUCATION ACT, THE HIGHER EDUCATION ACT OF 1965, AND THE MANPOWER AND DEVELOPMENT TRAINING ACT (MDTA) OF 1962 WITH ITS 1965 AND 1966 AMENDMENTS, STEPS WERE TAKEN TO ASSURE OPPORTUNITY TO ALL CITIZENS. BY THE END OF THE YEAR, ABOUT 600,000 UNEMPLOYED AND UNDEREMPLOYED WORKERS HAD ENROLLED IN TRAINING, AND NEARLY NINE OF 10 WHO COMPLETED TRAINING WERE EMPLOYED. UNDER EOA, MORE THAN 900,000 YOUNG PEOPLE HAD RECEIVED A NEW START THROUGH THE NEIGHBORHOOD YOUTH CORPS, THOUSANDS HAD RECEIVED TRAINING AND JOBS THROUGH THE JOB CORPS, AND 138,000 FAMILY BREADWINNERS WERE GIVEN NEW SKILLS THROUGH THE WORK-EXPERIENCE AND TRAINING PROGRAM. TO ASSIST THE UNEMPLOYED, NEW DIRECTIONS IN MANPOWER POLICY MUST BE PURSUED BY CONCENTRATING NATIONAL EFFORTS TO CLOSE THE GAP BETWEEN EDUCATION AND WORK, MAKING THE OVERALL MANPOWER EFFORT A MORE EFFICIENT AND COMPREHENSIVE PROGRAM, AND MAKING MILITARY SERVICE A PATH TO PRODUCTION CAREERS. A VIGOROUS ECONOMY AND AN EFFECTIVE EDUCATIONAL SYSTEM ARE BASIC TO AN EFFECTIVE MANPOWER POLICY. THE 18 EDUCATIONAL MEASURES PROPOSED BY THE PRESIDENT AND ENACTED BY CONGRESS ARE SYMBOLS OF THE BELIEF THAT EDUCATION IS THE MOST IMPORTANT INVESTMENT THAN CAN BE MADE IN THE NATIONS FUTURE. THIS ARTICLE IS A REPRINT FROM THE 1967 MANPOWER REPORT (VT 002 577) AND IS AVAILABLE FROM MANPOWER ADMINISTRATION, OFFICE OF MANPOWER PO
AIM/ARM: VT003291

2931 MANPOWER REPORT OF THE PRESIDENT, INCLUDING A REPORT ON MANPOWER REQUIREMENTS, RESOURCES, UTILIZATION, AND TRAINING. APR 71
DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 328P.
EXPENDITURES, FEDERAL PROGRAMS, GOVERNMENT ROLE, LABOR MARKET, LABOR PROBLEMS, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MINORITY GROUPS, RURAL AREAS, STATISTICAL DATA, TRAINING, UNEMPLOYMENT, URBAN AREAS
THIS NINTH MANPOWER REPORT OF THE PRESIDENT CONTAINS AN OVERVIEW OF THE 1970 EMPLOYMENT AND UNEMPLOYMENT RECORD. NEW DEVELOPMENTS IN MANPOWER PROGRAMS, URBAN AND RURAL LABOR MARKET PROBLEMS, AND GOVERNMENT EXPENDITURES AND MANPOWER REQUIREMENTS. POLICIES ADOPTED BY THE ADMINISTRATION HAVE ENDED THE OUTPUT DECLINE AND INDICATIONS ARE THAT EMPLOYMENT AND ECONOMIC ACTIVITY WILL INCREASE. CONSIDERABLE PROGRESS WAS MADE TOWARD PROVIDING EMPLOYMENT OPPORTUNITIES FOR ALL MINORITY GROUPS IN 1970 AND THE PROPOSED MANPOWER REVENUE SHARING ACT OF 1971, CONTAINED IN THIS REPORT, INDICATES ADDITIONAL EFFORTS IN THIS DIRECTION. EXTENSIVE STATISTICAL DATA REGARDING THE MANPOWER DEVELOPMENTS IN 1970 ARE APPENDED. (GE)
ERIC: ED049388 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L1.42/2 971, $2.50)

2932 MANPOWER REPORT OF THE PRESIDENT, INCLUDING A REPORT ON MANPOWER REQUIREMENTS, RESOURCES, UTILIZATION, AND TRAINING. STATISTICS ON MANPOWER A SUPPLEMENT TO THE MANPOWER REPORT OF THE PRESIDENT, (MARCH 1961). JAN 69
NOTES: 372P.
COST EFFECTIVENESS, DEMONSTRATION PROGRAMS, ECONOMIC FACTORS, EDUCATIONAL PROGRAMS,

(CONT.)

2932 EMPLOYMENT, EMPLOYMENT PATTERNS, EMPLOYMENT PROGRAMS, EMPLOYMENT STATISTICS, FEDERAL PROGRAMS, HUMAN RESOURCES, LABOR FORCE, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, PRODUCTIVITY, PROGRAM COORDINATION, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, RESEARCH, SCHOOL INDUSTRY RELATIONSHIP, TABLES (DATA), TRAINING
THE SEVENTH ANNUAL MANPOWER REPORT IS PRESENTED IN THREE PARTS THE EMPLOYMENT RECORD, MANPOWER POLICY AND PROGRAMS, AND MANPOWER RESEARCH AND EXPERIMENTATION. DISCUSSION OF THE EMPLOYMENT RECORD ADDRESSES EMPLOYMENT DEVELOPMENTS AND THEIR ECONOMIC BACKGROUND, PATTERNS OF EMPLOYMENT GROWTH, UNEMPLOYMENT AND UNDEREMPLOYMENT, DEVELOPMENTS IN THE LABOR FORCE, AND PRODUCTIVITY. SUB-DIVISIONS OF THE SECTION ON MANPOWER POLICIES AND PROGRAMS INCLUDE MANPOWER DEVELOPMENT THROUGH THE SCHOOLS, ENLISTING PRIVATE INDUSTRY COOPERATION, AND MEETING INDIVIDUAL NEEDS. THE FOCUS OF MANPOWER RESEARCH WAS ON MANPOWER REQUIREMENTS AND RESOURCES, JOBLESSNESS, OCCUPATIONAL TRAINING, JOB MARKET PROCESSES, AND EQUAL EMPLOYMENT OPPORTUNITY. EXPERIMENTAL AND DEMONSTRATION PROGRAMS ARE DISCUSSED RELATIVE TO PROGRAM ACCOMPLISHMENTS, IMPACT ON LEGISLATION, AND INTER-AGENCY COOPERATION. A COST-EFFECTIVENESS ANALYSIS OF MANPOWER PROGRAMS, AN EVALUATION OF MANPOWER PROGRAMS, AND STATISTICAL TABLES ON THE LABOR FORCE, EMPLOYMENT, UNEMPLOYMENT, AND TRAINING ARE APPENDED. A RELATED DOCUMENT, THE SIXTH MANPOWER REPORT, IS AVAILABLE AS ED 028 299. (CH)
AIM/ARM: VT008091

2933 MANPOWER REPORT OF THE PRESIDENT: INCLUDING REPORTS BY THE U. S. DEPARTMENT OF LABOR AND THE U. S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE. TRANSMITTED TO THE CONGRESS APRIL 1975. APR 75
DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C.: MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 332P.; FOR 1974 REPORT, SEE ED 097 436
ANNUAL REPORTS, ECONOMIC CHANGE, EMPLOYMENT, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, FEDERAL LEGISLATION, FEDERAL PROGRAMS, GOVERNMENT EMPLOYEES, HUMAN RESOURCES, LABOR ECONOMICS, LABOR FORCE, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, POPULATION TRENDS, STATISTICAL ANALYSIS, TABLES (DATA), UNEMPLOYMENT, VETERANS, WORKING WOMEN, CETA, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, MANPOWER POLICY, MANPOWER PROGRAMS, UI, UNEMPLOYMENT INSURANCE SYSTEM, WIN, WORK INCENTIVE PROGRAM
THE 13TH ANNUAL MANPOWER REPORT REVIEWS ECONOMIC TRENDS, MANPOWER PROGRAM RESOURCES, AND NEW LEGISLATIVE DEVELOPMENTS DEALING WITH UNEMPLOYMENT AND RECESSIONARY TRENDS. CHAPTER 1 DISCUSSES THE MAJOR ECONOMIC DEVELOPMENTS DURING THE YEAR AND THE IMPACT OF UNEMPLOYMENT ON THE LABOR FORCE. CHAPTER 2 EXPLORES THE ROLE OF PUBLIC SECTOR JOBS IN REDUCING THE SOCIAL AND ECONOMIC COSTS OF UNEMPLOYMENT. CHAPTER 3 FOCUSES ON RECENT DEMOGRAPHIC AND SOCIAL CHANGES EITHER REINFORCING OR DISCOURAGING WOMENS LABOR FORCE PARTICIPATION, SEX/RACE DISCRIMINATION, AND SPECIAL PROBLEMS. CHAPTER 4 DESCRIBES THE PRIME SPONSOR ACTIVITY IN PROVIDING COMPREHENSIVE MANPOWER PROGRAMS, IN PARTICULAR CETA (COMPREHENSIVE EMPLOYMENT AND TRAINING ACT) AND CURRENT AND PROJECTED ACTIVITIES AT THE NATIONAL LEVEL. CHAPTER 5 REVIEWS THE UNEMPLOYMENT INSURANCE (UI) SYSTEM, WORK INCENTIVE PROGRAM (WIN), THE EMPLOYMENT SERVICES. CHAPTER 6 OFFERS AN INTERIM REPORT OF RECENT RESEARCH EFFORTS MEASURING THE EMPLOYMENT IMPACT OF CHANGES IN GOVERNMENT POLICY AND EXPENDITURE LEVELS. THE SUBSEQUENT SECTION STRESSES THE ECONOMIC VULNERABILITY OF PORTIONS OF THE VIETNAM-ERA VETERAN POPULATION (BLACK, DISABLED). A REPORT ON FACILITIES UTILIZATION AND MANPOWER PROGRAM COORDINATION UNDER CETA CONCLUDES THE DOCUMENT. SUPPORTING STATISTICAL DATA COMPRISE 150 PAGES OF THE APPENDIX. (AUTHOR/JB)
ERIC: ED109426 SUPERINTENDENT OF DOCUMENTS, U. S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D. C. 20402 ($4.20)

2934 MANPOWER REPORTS TRAINING AND TECHNOLOGY MAR 72
AMERICAN VOCATIONAL JOURNAL;47:3:68-73 75-76
EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, JOB TRAINING, MANPOWER DEVELOPMENT, PROGRAM DESCRIPTIONS, SCHOOL INDUSTRY RELATIONSHIP, VOCATIONAL EDUCATION, TRAINING AND TECHNOLOGY, TAT
DISCUSSES THE RESULTS OF THE TRAINING AND TECHNOLOGY (TAT) PROJECTS AND THEIR IMPLICATIONS FOR VOCATIONAL EDUCATION, THE EMPLOYMENT PROCESS, AND COORDINATION OF SCHOOL AND INDUSTRY. (SS)
ERIC: EJ055903

2935 MANPOWER REQUIREMENTS FOR MASSACHUSETTS BY OCCUPATION, BY INDUSTRY, 1970-1980. APR 74
GANONG, ROBERT
MASSACHUSETTS STATE DIV. OF EMPLOYMENT SECURITY, BOSTON.
NOTES: 31P.
DEMAND OCCUPATIONS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT PROJECTIONS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, INDUSTRY, LABOR MARKET, MANPOWER NEEDS, MANPOWER UTILIZATION, OCCUPATIONAL SURVEYS, OCCUPATIONS, STATE SURVEYS, STATISTICAL DATA, STATISTICAL SURVEYS, TABLES (DATA), MASSACHUSETTS
THE REPORT IS AN APPROXIMATION OF INDUSTRIAL AND OCCUPATIONAL NEEDS FOR 1970-80 FOR 225 INDUSTRIES AND 445 OCCUPATIONS IN MASSACHUSETTS BASED ON INDUSTRY AND EMPLOYMENT RECORDS FOR 1960-71, OCCUPATIONAL EMPLOYMENT LEVELS AS REPORTED IN THE 1970 DECENNIAL CENSUS, AND THE NATIONAL INDUSTRY/OCCUPATIONAL MATRIX. THE OCCUPATIONAL DEMAND DETAILED IN THE REPORTS TWO LENGTHY TABLES IS BASED ON ANTICIPATED CHANGES IN INDUSTRIAL EMPLOYMENT AND REPLACEMENT DEMAND LIKELY TO ARISE DUE TO DEATHS, RETIREMENTS, AND TRANSFERS OF EXPERIENCED WORKERS TO OTHER OCCUPATIONS. INDUSTRY EMPLOYMENT TRENDS INDICATE

(CONT.)
2935 MANUFACTURING WILL SUFFER THE GREATEST DECREASE IN EMPLOYMENT: EMPLOYMENT IN CONTRACT CONSTRUCTION WILL INCREASE SUBSTANTIALLY: EMPLOYMENT IN TRANSPORTATION, COMMUNICATIONS, PUBLIC UTILITIES, WHOLESALE AND RETAIL TRADE, FINANCE, INSURANCE, REAL ESTATE, AND PUBLIC ADMINISTRATION WILL GROW MODERATELY: AND EMPLOYMENT IN AGRICULTURE, FORESTRY, AND FISHERIES WILL DECLINE. FROM THE OCCUPATIONAL STANDPOINT, THE GROWTH IN THE PROFESSIONAL, TECHNICAL, AND KINDRED OCCUPATIONS WILL BE SUBSTANTIAL: THE NET DEMAND IN THE CLERICAL FIELD WILL BE THE LARGEST AMONG THE NINE MAJOR OCCUPATIONAL DIVISIONS: DEMAND FOR WORKERS IN THE SERVICE WORKER FIELD WILL INCREASE OVER THE 1970-80 PERIOD: AND AMONG THE REMAINING OCCUPATIONAL DIVISIONS, ALL EXCEPT OPERATIVES AND KINDRED WORKERS AND FARMERS AND FARM WORKERS WILL SHOW POSITIVE GROWTH RATES. (AUTHOR/JR)
ERIC: ED110721

2936 MANPOWER REQUIREMENTS REPORT FOR FY 1978 MAR 77
ASSISTANT SECRETARY OF DEFENSE (MANPOWER AND RESERVE AFFAIRS) WASHINGTON D C
NOTES: FINAL REPT. 338P
DEPARTMENT OF DEFENSE, MANPOWER, NTISDODXA
THE REPORT INCLUDES THE DEPARTMENT OF DEFENSE MANPOWER REQUESTS FOR ACTIVE MILITARY, SELECTED RESERVE, AND CIVILIAN STRENGTHS INCORPORATED IN THE PRESIDENTS BUDGET FOR FY 1978 AS AMENDED BY THE CARTER ADMINISTRATION ON FEBRUARY 22, 1977. (AUTHOR)
NTIS: AD-A037 061/9ST NTIS PRICES PC A15/MF A01

2937 MANPOWER RESEARCH AND DEVELOPMENT FOR COUNSELORS. R AND D BIBLIOGRAPHY NO. 1. 72
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 13P.
ANNOTATED BIBLIOGRAPHIES, COUNSELING PROGRAMS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, JOB TRAINING, LABOR MARKET, LABOR SUPPLY, MANPOWER DEVELOPMENT, PROGRAM DESCRIPTIONS, REHABILITATION PROGRAMS, RESEARCH PROJECTS, STATE PROGRAMS, VOCATIONAL DEVELOPMENT, PARAPROFESSIONALS
THE 13-PAGE BIBLIOGRAPHY IS A SELECTIVE LIST OF REPORTS COMPLETED UNDER CONTRACTS AND GRANTS FROM THE MANPOWER ADMINISTRATION, OFFICE OF RESEARCH AND DEVELOPMENT. THE REPORTS ARE BASED ON C PREHENSIVE AND INNOVATIVE RESEARCH AND DEVELOPMENT PROJECTS AND ARE LISTED UNDER THE FOLLOWING HEADINGS (1) USE AND TRAINING OF PARAPROFESSIONALS: (2) COUNSELING THEORY AND TECHNIQUES: (3) CORRECTIONS AND SOCIAL REHABILITATION: (4) EMPLOYABILITY, TRAINING AND CAREER DEVELOPMENT: (5) LABOR SUPPLY AND DEMAND: AND (6) MISCELLANEOUS PUBLICATIONS. THE LISTINGS ARE BY PROGRAM TITLE AND INCLUDE A BRIEF DESCRIPTION OF EACH PROJECT. (AUTHOR/BP)
ERIC: ED101182

2938 MANPOWER RESEARCH AND DEVELOPMENT PROJECTS SPONSORED BY THE U.S. DEPARTMENT OF LABOR. 71
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 372P.
CATALOGS, CONTRACTS, DEVELOPMENTAL PROGRAMS, FEDERAL PROGRAMS, FINANCIAL SUPPORT, GOVERNMENT PUBLICATIONS, GRANTS, MANPOWER DEVELOPMENT, RESEARCH PROJECTS, RESEARCH PROPOSALS, RESEARCH REVIEWS (PUBLICATIONS), ECONOMIC OPPORTUNITY ACT, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA, SOCIAL SECURITY ACT
THIS ANNUAL SUMMARY PROVIDES INFORMATION ABOUT RESEARCH AND DEVELOPMENT PROJECTS WHICH HAVE BEEN CONDUCTED UNDER CONTRACT TO THE MANPOWER ADMINISTRATION. THIS REPORT DIFFERS FROM PREVIOUS ONES IN THAT IT HAS BEEN EXPANDED TO INCLUDE DEVELOPMENT PROJECTS IN ADDITION TO THE RESEARCH PROJECTS. PROJECTS IN PROGRESS AT THE END OF THE 1971 FISCAL YEAR ARE DESCRIBED IN SECTION ONE, AND BRIEF SUMMARIES OF PROJECTS COMPLETED DURING THE YEAR ARE INCLUDED IN SECTION TWO. THE THIRD SECTION CONTAINS A LIST OF REPORTS GENERATED BY RESEARCH AND DEVELOPMENT PROJECTS DURING THE 1969, 1970, AND 1971 FISCAL YEARS. THE LAST PART OFFERS GUIDELINES FOR THE SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS TO THE MANPOWER ADMINISTRATION. ALL PROJECTS ARE INDEXED BY NAME OF CONTRACTOR OR GRANTEE, BY INDIVIDUALS ASSOCIATED WITH THE PROJECT, BY CONTRACT OR GRANT NUMBER, AND BY SUBJECT. (GE3)
ERIC: ED060203

2939 MANPOWER RESEARCH AND DEVELOPMENT PROJECTS, 1974 EDITION. 74
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 306P.
CONTRACTS, DEVELOPMENTAL PROGRAMS, DIRECTORIES, FEDERAL PROGRAMS, FINANCIAL SUPPORT, GOVERNMENT PUBLICATIONS, GRANTS, MANPOWER DEVELOPMENT, PROGRAM DESCRIPTIONS, RESEARCH PROJECTS, RESEARCH PROPOSALS, RESEARCH REVIEWS (PUBLICATIONS)
THE FOURTH ANNUAL EDITION SUMMARIZES THE PROJECTS FUNDED BY THE OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT THAT WERE ONGOING OR COMPLETED DURING THE FISCAL YEAR ENDING JUNE 30, 1974. IN ADDITION, REPORTS AND OTHER SIGNIFICANT PUBLICATIONS RECEIVED DURING THE PREVIOUS TWO FISCAL YEARS ARE LISTED. THE 1974 VOLUME INCLUDES A SET OF DESCRIPTORS, OR INDEX TERMS, TO PROVIDE A QUICK SUMMARY OF THE SUBJECTS OF THE PROJECT OR PUBLICATION. AS IN THE 1973 EDITION, THE PROJECTS AND PUBLICATIONS PRESENTED IN CHAPTERS 1-5 ARE GROUPED BY SUBJECT MATTER (1) MANPOWER PROGRAM PLANNING AND ADMINISTRATION: (2) MANPOWER PROGRAMS AND THEIR SPECIFIC POPULATIONS: (3) MANPOWER PROGRAM SERVICES AND TECHNIQUES: (4) THE LABOR MARKET: AND (5) MANPOWER, ECONOMIC, AND SOCIAL POLICIES. HOWEVER, DOCTORAL DISSERTATIONS, SMALL RESEARCH PROJECT GRANTS, AND MANPOWER INSTITUTIONAL GRANTS ARE LISTED SEPARATELY IN CHAPTER 6. THE APPENDIX CONTAINS GUIDELINES FOR SUBMISSION OF PROPOSALS AND THE STATUTORY LANGUAGE OUTLINING THE GOALS AND FUNCTIONS OF THE RESEARCH AND DEVELOPMENT PROGRAM. THE VOLUME IS INDEXED BY (1)

(CONT.)
2939 CONTRACT AND GRANT NUMBERS, (2) CONTRACTOR AND GRANTEE ORGANIZATIONS, (3) INDIVIDUALS ASSOCIATED WITH CONTRACTS AND GRANTS, AND (4) RESEARCH SUBJECTS. (AUTHOR/NJ)
ERIC: ED115934 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (NO PRICE GIVEN)

2940 MANPOWER RESEARCH AND DEVELOPMENT PROJECTS. 1975 EDITION. 75
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 288P.; NOT AVAILABLE IN HARD COPY DUE TO SMALL TYPE
ABSTRACTS, CATALOGS, CONTRACTS, DEVELOPMENTAL PROGRAMS, FEDERAL AID, FEDERAL PROGRAMS, GOVERNMENT PUBLICATIONS, GRANTS, INTERNATIONAL PROGRAMS, LABOR MARKET, MANPOWER DEVELOPMENT, POLICY, PROGRAM ADMINISTRATION, PROGRAM DESCRIPTIONS, PROGRAM PLANNING, RESEARCH PROJECTS, RESEARCH PROPOSALS, RESEARCH REVIEWS (PUBLICATIONS), OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT, OMRD
THE FIFTH ANNUAL EDITION SUMMARIZES THE PROJECTS FUNDED BY THE OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT (OMRD) THAT WERE ONGOING OR COMPLETED DURING THE FISCAL YEAR ENDING JUNE 30, 1975. IN ADDITION, REPORTS AND OTHER SIGNIFICANT PUBLICATIONS FUNDED BY OMRD WHICH WERE RECEIVED DURING THE PREVIOUS TWO FISCAL YEARS ARE LISTED. PROJECTS AND PUBLICATIONS PRESENTED IN CHAPTERS 1 THROUGH 5 ARE ARRANGED BY SUBJECT (1) MANPOWER PROGRAM PLANNING AND ADMINISTRATION; (2) MANPOWER PROGRAMS AND THEIR SPECIFIC POPULATIONS; (3) MANPOWER PROGRAM SERVICES AND TECHNIQUES; (4) THE LABOR MARKET; AND (5) MANPOWER, ECONOMIC, AND SOCIAL POLICIES. HOWEVER, MANPOWER INSTITUTIONAL, DOCTORAL DISSERTATION, AND SMALL RESEARCH PROJECT GRANTS ARE LISTED SEPARATELY IN CHAPTER 6. ADDED TO THE 1975 VOLUME IS CHAPTER 7, CONTAINING ENTRIES THAT REPRESENT A RESEARCH PROGRAM THAT IS INTERNATIONAL IN FOCUS. THE APPENDIX CONTAINS GUIDELINES FOR SUBMISSION OF PROPOSALS AND THE STATUTORY LANGUAGE THAT OUTLINES THE GOALS AND FUNCTIONS OF THE RESEARCH AND DEVELOPMENT PROGRAM. PROJECTS IN THE VOLUME ARE INDEXED BY CONTRACT AND GRANT NUMBER, CONTRACTOR AND GRANTEE ORGANIZATIONS, INDIVIDUALS ASSOCIATED WITH CONTRACTS OR GRANTS, AND RESEARCH SUBJECT. (AUTHOR/RG)
ERIC: ED124769

2941 MANPOWER RESEARCH AND DEVELOPMENT PROJECTS: 1973 EDITION. 73
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 324P.; FOR THE 1972 REPORT SEE ED 078 186
DISADVANTAGED GROUPS, DOCTORAL THESES, EMPLOYMENT PROGRAMS, INFORMATION SOURCES, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, POLICY, POLICY FORMATION, PROGRAM DESCRIPTIONS, PROGRAM PLANNING, PROGRAM PROPOSALS, RESEARCH AND DEVELOPMENT CENTERS, RESEARCH PROJECTS, WORK EXPERIENCE PROGRAMS
THE THIRD EDITION OF MANPOWER RESEARCH AND DEVELOPMENT PROJECTS PRESENTS DESCRIPTIONS OF 455 PROJECTS WHICH ARE GROUPED BY SUBJECT MATTER TO FACILITATE DESCRIPTION OF THE RESEARCH AND DEVELOPMENT PROGRAM AND THE USE OF THE MATERIAL. THE 199 DOCTORAL DISSERTATION GRANTS AND THE 12 MANPOWER RESEARCH INSTITUTIONAL GRANTS ARE CLASSIFIED BY SUBJECT MATTER IN THE INDEX ONLY. ITEMS ARE GROUPED BY COMPLETION STATUS IN ALL CHAPTERS. A NEW FEATURE OF THIS YEARS EDITION IS A LISTING, WHERE RELEVANT, OF REPORTS EMANATING FROM EACH PROJECT AND INFORMATION ABOUT WHERE THEY MAY BE OBTAINED. PROJECT REPORTS ARE GROUPED UNDER THE FOLLOWING HEADINGS PROGRAMS FOR THE USE AND DEVELOPMENT OF MANPOWER; SPECIAL TARGET GROUPS; MANPOWER PROGRAM PLANNING AND ADMINISTRATION; THE LABOR MARKET; AND MANPOWER, ECONOMIC, AND SOCIAL POLICIES. TWO APPENDIXES, IMPORTANT FOR THOSE INTERESTED IN SUBMITTING PROPOSALS FOR RESEARCH AND DEVELOPMENT PROJECTS, GIVE GUIDELINES FOR SUBMISSION OF PROPOSALS AND THE TEXT OF THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962 WHICH OUTLINES THE GOALS AND FUNCTIONS OF THE RESEARCH AND DEVELOPMENT PROGRAM. THE VOLUME CONCLUDES WITH FOUR INDEXES CONTRACTOR AND GRANTEE ORGANIZATIONS INDIVIDUALS ASSOCIATED WITH CONTRACTS AND GRANTS; CONTRACT AND GRANT NUMBERS; AND RESEARCH SUBJECTS. (AUTHOR/NH)
ERIC: ED101181

2942 MANPOWER RESEARCH AND INFORMATION PROCEEDINGS OF A SYMPOSIUM (HARRISBURG, PENNSYLVANIA, APRIL 25, 1974). JUN 74
FRANCHAK, STEPHEN J., ED.
PENNSYLVANIA STATE DEPT. OF EDUCATION, HARRISBURG. BUREAU OF INFORMATION SYSTEMS.
NOTES: 61P.
DENTISTS, EDUCATIONAL DEMAND, EDUCATIONAL TRENDS, EMPLOYMENT TRENDS, ENGINEERS, ENROLLMENT TRENDS, HEALTH OCCUPATIONS, HIGHER EDUCATION, LABOR SUPPLY, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MODELS, NEEDS ASSESSMENT, OCCUPATIONAL INFORMATION, PHYSICIANS, STATE SURVEYS, SYMPOSIA, TABLES (DATA), TEACHER SUPPLY AND DEMAND, MANPOWER RESEARCH, PENNSYLVANIA
THE SYMPOSIUM SUMMARY PRESENTS THE OPENING REMARKS OF THE MEETING AND NINE PAPERS WHICH FOCUS ON DEFINING MANPOWER RESEARCH WITHIN THE CONTEXT OF EDUCATIONAL PROGRAM PLANNING AND DECISION MAKING AND INCLUDE DETAILED ANALYSES OF THE SUPPLY AND DEMAND OF SELECTED OCCUPATIONS. THE PAPERS ARE MANPOWER RESEARCH AND INFORMATION, AN EDUCATIONAL VIEWPOINT, STEPHEN J. FRANCHAK; A COMPREHENSIVE SUPPLY/DEMAND MODEL FOR EDUCATION, JOHN SENIER; MANPOWER RESEARCH AND INFORMATION, FEDERAL BUREAU OF LABOR STATISTICS VIEWPOINT, MYRON H. LEVINE; SOME IMPLICATIONS FOR EDUCATORS OF THE FINDINGS IN THE REPORT, A STUDY OF PHYSICIAN MANPOWER SUPPLY AND DEMAND IN PENNSYLVANIA, GEORGE E. BREHMAN, JR.; DENTAL MANPOWER SUPPLY AND DEMAND IN PENNSYLVANIA, FRANK M. DURKEE; OVERVIEW OF COMP-BACC SURVEY EFFORTS IN PENNSYLVANIA, WILLIAM F. DONNY; SOME COMMENTS ON ENGINEERING MANPOWER OVER THE NEXT DECADE WITH REFERENCE TO HIGHER EDUCATION NEEDS, GEORGE E. BREHMAN, JR.; TEACHER MANPOWER SUPPLY AND DEMAND IN PENNSYLVANIA, FRANK M. DURKEE; AND DEMAND, SUPPLY AND EDUCATIONAL REQUIREMENTS IN ALLIED HEALTH AND HEALTH-RELATED OCCUPATIONS, ALFONSO S.

(CONT.)
2962 ZAWADSKI, (JR)
ERIC: ED118992

2963 MANPOWER RESEARCH IN THE 1970S. 71
FALOMBA, NEIL A., ED.; JAKUBAUSKAS, EDWARD B., ED.
IOWA STATE UNIV. OF SCIENCE AND TECHNOLOGY, AMES. INDUSTRIAL RELATIONS CENTER.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 243P.; PROCEEDINGS OF THE ANNUAL SUMMER MANPOWER RESEARCH INSTITUTE (4TH AMES, IOWA, 1971)
ECONOMIC RESEARCH, FUTURES (OF SOCIETY), GOAL ORIENTATION, INTERAGENCY COORDINATION, INTERDISCIPLINARY APPROACH, MANAGEMENT DEVELOPMENT, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, RESEARCH NEEDS, RESEARCH OPPORTUNITIES, RESEARCH UTILIZATION, SOCIAL RESPONSIBILITY, SPEECHES, SUMMER INSTITUTES, VOCATIONAL DEVELOPMENT, GREAT PLAINS STATES REGION
MANPOWER RESEARCH NEEDS FOR THE 1970S AND THE DEVELOPMENT AND PURPOSE OF MANPOWER RESEARCH CENTERS WERE THE THEMES OF A 1-WEEK SUMMER MANPOWER RESEARCH INSTITUTE HELD AT AMES, IOWA IN 1970. SPONSORED BY THE INDUSTRIAL RELATIONS CENTER AND FUNDED BY THE U.S. DEPARTMENT OF LABORS MANPOWER INSTITUTIONAL GRANT PROGRAM. THIS INTERDISCIPLINARY EXAMINATION OF MANPOWER PROBLEMS BY 20 PARTICIPANTS WAS INTENDED TO CONTRIBUTE TO THE EFFECTIVENESS OF SOCIAL SCIENCE INSTRUCTION, PROMOTE MANPOWER RESEARCH AT COLLEGES AND UNIVERSITIES IN THE GREAT PLAINS STATES REGION, AND ENCOURAGE APPLICATION OF RESEARCH FINDINGS TO MANPOWER PROBLEMS. TOPICS DISCUSSED IN THE 11 PAPERS INCLUDE (1) MANPOWER STATISTICS AND GOVERNMENT RESEARCH, (2) PRESENT AND FUTURE TRENDS AFFECTING MANPOWER DEVELOPMENT, (3) THE NATURE OF A LONGITUDINAL RESEARCH PROJECT AT OHIO STATE UNIVERSITY, (4) A PROJECT EXAMINING MANAGEMENT PERFORMANCE AND DEVELOPMENT, (5) CHANGES NEEDED IN THE SOCIAL SCIENCE RESEARCH CENTERS, (6) INTERAGENCY COORDINATION NEEDS, (7) THE COLLEGE COMMUNITY RELATIONSHIP, (8) IDEAS FOR MANAGEMENT TRAINING DERIVED FROM AN INTERNATIONAL CROSS-CULTURAL STUDY, (9) PRIORITY AREAS FOR MANPOWER RESEARCH, AND (10) RESPONSIBILITIES OF AN URBAN UNIVERSITY TOWARDS ITS DISADVANTAGED COMMUNITIES. (AG)
ERIC: ED069910

2964 THE MANPOWER RESEARCH INSTITUTIONAL GRANT PROGRAM THE FIRST THREE YEARS 1966-1969. 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 45P.
CONFERENCES, ECONOMIC RESEARCH, EDUCATIONAL PROGRAMS, FEDERAL AID, FINANCIAL SUPPORT, GRANTS, INTERDISCIPLINARY APPROACH, MANPOWER DEVELOPMENT, PUBLICATIONS, RESEARCH PROJECTS, SPECIAL DEGREE PROGRAMS, STUDENT PARTICIPATION, MANPOWER RESEARCH INSTITUTIONAL GRANT PROGRAM
THIS DOCUMENT, BASED ON 3-YEAR SUMMARY REPORTS SUBMITTED BY THE PARTICIPATING SCHOOLS, SUMMARIZES PROGRAMS SUPPORTED BY THE MANPOWER RESEARCH INSTITUTIONAL GRANT PROGRAM UNDER AUTHORITY OF TITLE I OF THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962, AS AMENDED. IN JUNE 1966, THE FIRST GRANTS WERE AWARDED TO SEVEN COLLEGES AND UNIVERSITIES. THE APPROACH OF EACH INSTITUTION TO THE ACTS MAJOR EMPHASIS ON RESEARCH AND TRAINING IS ILLUSTRATED BY PUBLICATION SCHEDULES AND SUBSTANTIVE FOCUS; 178 PUBLICATIONS AND MAJOR UNPUBLISHED REPORTS GENERATED COLLECTIVELY BY THE SEVEN INSTITUTIONS ARE LISTED. THE VARIETY OF SUBSTANTIVE FOCUS WAS, IN PART, DUE TO INSTITUTIONAL RESPONSIVENESS TO MANPOWER PROBLEMS PECULIAR TO THEIR PARTICULAR GEOGRAPHICAL AREAS. HOWEVER, BROAD MANPOWER ISSUES, SUCH AS LABOR FORCE BEHAVIOR OF SPECIAL GROUPS AND MANPOWER UTILIZATION, WERE ALSO RESEARCHED. OTHER FACETS OF THE PROGRAMS INCLUDED INTEGRATION OF THE MANPOWER STUDIES INTO MASTERS AND/OR PH.D. DEGREE PROGRAMS, INVOLVEMENT OF 110 FACULTY MEMBERS THROUGH AN INTERDISCIPLINARY APPROACH TO MANPOWER RESEARCH, SUBSTANTIAL FINANCIAL SUPPORT FOR APPROXIMATELY 150 STUDENTS PARTICIPATING IN THE MANPOWER PROGRAMS, AND CONFERENCES AND SYMPOSIUMS. DETAILED INFORMATION IS PROVIDED FOR EACH AREA OF ACTIVITY. (CH)
ERIC: ED033233

2965 MANPOWER RESEARCH INSTITUTIONAL GRANT PROGRAM -- PROGRESS REPORT FOR JULY 1, 1966-JUNE 30, 1967. AUG 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 21P.
EMPLOYMENT PROBLEMS, JOB MARKET, LABOR FORCE, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, PROGRAM DEVELOPMENT, RESEARCH PROJECTS, VOCATIONAL EDUCATION, MANPOWER DEVELOPMENT AND TRAINING ACT, MANPOWER INSTITUTIONAL GRANT PROGRAM, MDTA
CONTINUING PROGRAMS IN THE FIELD OF MANPOWER RESEARCH WERE ORIGINATED AT SEVEN EDUCATIONAL INSTITUTIONS TO UTILIZE THE RESOURCES OF UNIVERSITIES TO INVESTIGATE PROBLEMS OF UNEMPLOYMENT, UNDER-UTILIZATION OF WORKERS, LABOR FORCE REQUIREMENTS AND RESOURCES, AND VOCATIONAL TRAINING. AT OKLAHOMA STATE UNIVERSITY, STUDIES UNDERWAY INCLUDE AN INVESTIGATION OF THE POST-HIGH SCHOOL VOCATIONAL-TECHNICAL SYSTEM AND PROGRAMS AVAILABLE TO OKLAHOMA CITY DROPOUTS. IOWA STATE UNIVERSITY IS EXPLORING RESEARCH IN HEALTH MANPOWER NEEDS OF NON-METROPOLITAN AREAS, COMPONENTS OF EFFECTIVE SUPERVISION, AND JOB VACANCIES IN IOWA INDUSTRY. VIRGINIA STATE COLLEGE AT NORFOLK IS GIVING SPECIAL ATTENTION TO UNDER-UTILIZATION OF THE LABOR FORCE, ATLANTA UNIVERSITY IS INVESTIGATING COUNSELING AND EMPLOYMENT EXPERIENCES OF HIGH SCHOOL STUDENTS. NORTH CAROLINA STATE UNIVERSITY INVESTIGATIONS INCLUDE THE LIFETIME ALLOCATION OF LEISURE, INCOME, AND WORK, TEENAGE CHOICES BETWEEN LABOR FORCE AND SCHOOL PARTICIPATION, AND THE JOB MARKET FOR COLLEGE TEACHERS. TEMPLE UNIVERSITY IS INVESTIGATING LABOR FORCE NON-PARTICIPATION OF MEN IN URBAN SLUM AREAS AND JOB OPPORTUNITIES IN-MIGRANTS, AND

(CONT.)
2965 LOCAL MANPOWER PROGRAMS IN PHILADELPHIA. THE UNIVERSITY OF MAINE HAS AS ITS MAJOR RESEARCH OBJECTIVE THE UNDER-UTILIZATION AND INELASTICITY OF THE LABOR FORCE WITHIN DIFFERENT AREAS OF THE STATE. (DM)
ERIC: ED024795

2966 MANPOWER RESEARCH PROJECTS SPONSORED BY THE U.S. DEPARTMENT OF LABOR... THROUGH JUNE 30, 1968. OCT 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 223P.
ABSTRACTS, ANNOTATED BIBLIOGRAPHIES, FEDERAL PROGRAMS, GRANTS, MANPOWER DEVELOPMENT, RESEARCH PROJECTS, RESEARCH PROPOSALS, ECONOMIC OPPORTUNITY ACT TITLE 1 RESEARCH PROJECTS, EOA TITLE 1 RESEARCH PROJECTS, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA TITLE 1 RESEARCH PROJECTS
THIS CATALOG DESCRIBES THE STATUS AND CONTENT OF RESEARCH PROGRAMS WHICH WERE EITHER DEVELOPED OR ADMINISTERED BY THE OFFICE OF MANPOWER RESEARCH UNDER TITLE I OF THE MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) OR THE ECONOMIC OPPORTUNITY ACT FOR THE FISCAL YEAR ENDING JUNE 1968. BRIEF SUMMARIES ARE GIVEN FOR 71 ACTIVE MDTA RESEARCH CONTRACTS, SEVEN ACTIVE INSTITUTIONAL GRANTS, 78 ACTIVE DOCTORAL DISSERTATION GRANTS, 41 ACTIVE RESEARCH PROJECT GRANTS, AND 16 ACTIVE BUREAU OF WORK-TRAINING PROGRAMS. ABSTRACTS ARE GIVEN FOR 22 COMPLETED MDTA RESEARCH CONTRACTS, 15 COMPLETED DISSERTATION GRANTS, AND 13 COMPLETED RESEARCH PROJECT GRANTS. A LIST OF REPORTS COMPLETED FOR FISCAL YEARS 1963 TO 1968 ARE ALSO INCLUDED. PROPOSAL GUIDELINES FOR EACH OF THE CATEGORIES OF GRANTS OR CONTRACTS ARE GIVEN. THE APPENDIXES INCLUDE TITLE I OF MDTA, AN INDEX OF CONTRACTOR AND GRANTEE ORGANIZATIONS, AN INDEX TO INDIVIDUALS ASSOCIATED WITH THE CONTRACTS AND GRANTS AND A SUBJECT INDEX. (EM)
ERIC: ED026507

2967 MANPOWER RESEARCH PROJECTS SPONSORED BY THE U.S. DEPARTMENT OF LABOR, MANPOWER ADMINISTRATION THROUGH JUNE 30, 1969. 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 282P.
CATALOGS, CONTRACTS, FEDERAL PROGRAMS, GRANTS, MANPOWER DEVELOPMENT, RESEARCH PROJECTS, RESEARCH PROPOSALS, ECONOMIC OPPORTUNITY ACT, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA, SOCIAL SECURITY ACT
THIS ANNUAL SUMMARY PROVIDES INFORMATION ABOUT RESEARCH PROGRAMS WHICH HAVE BEEN DEVELOPED AND ADMINISTERED BY THE OFFICE OF MANPOWER RESEARCH TO JUNE 30, 1969. THE FIRST SECTION CONTAINS DATA ABOUT ALL PROJECTS IN PROGRESS AT THE END OF THE 1969 FISCAL YEAR. SECTION 2 CONTAINS BRIEF SUMMARIES OF RESEARCH PROJECTS COMPLETED DURING THE YEAR AND SECTION 3 IS A CUMULATIVE LIST OF ALL MANPOWER DEVELOPMENT AND TRAINING ACT RESEARCH COMPLETED SINCE THE ACT WAS PASSED. THE LAST PART OFFERS GUIDELINES FOR THE SUBMISSION OF RESEARCH PROPOSALS TO THE MANPOWER ADMINISTRATION. (BC)
ERIC: ED036629

2968 MANPOWER RESEARCH PROJECTS SPONSORED BY THE U.S. DEPARTMENT OF LABOR, MANPOWER ADMINISTRATION, THROUGH JUNE 30, 1966. NOV 66
NOTES: 136P.
DOCTORAL THESES, FEDERAL PROGRAMS, GRANTS, GUIDELINES, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PROJECT APPLICATIONS, RESEARCH PROJECTS, RESEARCH PROPOSALS, MDTA 1962
CONTRACTS AND GRANTS SPONSORED UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962, AS AMENDED, ARE DESCRIBED. INCLUDED ARE (1) CONTRACTS AWARDED TO UNIVERSITIES, INDIVIDUALS AND PRIVATE ORGANIZATIONS DURING THE FISCAL YEAR 1966, (2) CONTRACTS INITIATED BEFORE JULY 1, 1965 BUT CARRIED OVER TO 1966, (3) LONG-RANGE RESEARCH PROGRAMS INITIATED IN 1966 BY SEVEN COLLEGES AND UNIVERSITIES, AND (4) SMALL GRANTS PROVIDING SUPPORT TO PH.D. CANDIDATES WRITING THESES AND SPECIALISTS EXAMINING MANPOWER TOPICS. THE CONTRACT NUMBER, THE CONTRACTOR AND PRINCIPAL STAFF, THE TITLE, OBJECTIVES AND PROCEDURE, AND STATUS ARE GIVEN FOR EACH PROJECT. A SUBJECT INDEX AND AN INDEX TO CONTRACTORS AND GRANTEES ARE INCLUDED. REPORTS OF PROJECTS COMPLETED SINCE 1962 ARE LISTED WITH THEIR AVAILABILITY SHOWN. GUIDELINES TO BE USED IN APPLYING FOR CONTRACTS, GRANTS FOR DOCTORAL DISSERTATIONS, AND GRANTS FOR RESEARCH PROJECTS ARE INCLUDED IN THE APPENDIXES. (PS)
AIM/ARM: VT006228

2969 MANPOWER RESEARCH PROJECTS SPONSORED BY THE U.S. DEPARTMENT OF LABOR, MANPOWER ADMINISTRATION, THROUGH JUNE 30, 1967. SEP67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 205P.
CONTRACTS, DOCTORAL DEGREES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, FEDERAL LEGISLATION, FEMALES, FINANCIAL POLICY, GEOGRAPHIC REGIONS, GRANTS, JOB TRAINING, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MIGRANT WORKERS, MINORITY GROUPS, PRIVATE AGENCIES, PROGRAM EVALUATION, RESEARCH PROJECTS, RESEARCH PROPOSALS, RURAL AREAS, TECHNOLOGICAL ADVANCEMENT, UNEMPLOYMENT, UNIVERSITIES, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, MANPOWER ADMINISTRATION, U.S. DEPARTMENT OF LABOR
THE FIFTH ANNUAL CATALOG OF CONTRACT AND GRANT RESEARCH UNDER THE MANPOWER ADMINISTRATION OF THE DEPARTMENT OF LABOR DESCRIBES PROJECTS CONCERNED WITH THE IMPACT OF TECHNOLOGICAL CHANGE, ADEQUACY OF JOB PREPARATION, UNEMPLOYMENT OF THE YOUNG, THE NON-WHITE, AND OTHER SPECIAL GROUPS, AND THE WASTE OF HUMAN RESOURCES IN RURAL AREAS. THE INVESTIGATORS REPRESENT ALL THE MAJOR SOCIAL SCIENCE DISCIPLINES. MOST OF THEM ARE AFFILIATED WITH UNIVERSITIES, OR OTHER GOVERNMENT AGENCIES, ALTHOUGH A FEW WORK FOR

(CONT.)
2949 PRIVATE RESEARCH AGENCIES. THE MOST AMBITIOUS PROJECTS ARE CONDUCTED UNDER CONTRACTS. SMALLER PROJECTS ARE SPONSORED UNDER THREE PROGRAMS OF RESEARCH GRANTS DESIGNED TO STRENGTHEN MANPOWER EFFORTS IN COLLEGES AND UNIVERSITIES AND TO STIMULATE THE STUDY OF MANPOWER PROBLEMS BY INDIVIDUALS. RESEARCH ACTIVE IN FISCAL YEAR 1967 IS GROUPED BY--(1) CONTRACTS FOR OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH, (2) INSTITUTIONAL GRANTS, (3) GRANTS FOR DOCTORAL DISSERTATIONS AND (4) FOR RESEARCH PROJECTS, AND (5) CONTRACTS FOR BUREAU OF WORK PROGRAMS. THERE IS A SELECTED LIST OF 114 COMPLETED PROJECTS. APPENDIXES INCLUDE DEPOSITORY LOCATIONS FOR REPORTS AND GUIDELINES FOR SUBMISSION OF CONTRACT RESEARCH PROPOSALS AND FOR APPLICATION FOR GRANTS IN SUPPORT OF DOCTORAL DISSERTATIONS AND RESEARCH PROJECTS. (LY)
ERIC: ED014686

2950 MANPOWER RESEARCH PROJECTS THROUGH JUNE 30, 1970. 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 327P.
DOCTORAL THESES, ECONOMIC RESEARCH, FEDERAL AID, FEDERAL LEGISLATION, LABOR ECONOMICS, LABOR MARKET, MANPOWER DEVELOPMENT, RESEARCH PROJECTS, RESEARCH PROPOSALS, ECONOMIC OPPORTUNITY ACT, MANPOWER DEVELOPMENT AND TRAINING ACT, SOCIAL SECURITY ACT
THIS ANNUAL REPORT SUMMARIZES ALL MANPOWER ADMINISTRATION-SPONSORED RESEARCH PROJECTS ACTIVE OR FUNDED DURING FISCAL YEAR 1970 AND LISTS ALL REPORTS COMPLETED SINCE THE RESEARCH PROGRAM WAS BEGUN IN FISCAL YEAR 1963. GUIDELINES ARE INCLUDED FOR SUBMISSION OF RESEARCH PROPOSALS FOR RESEARCH CONTRACTS, DISSERTATION GRANTS, AND RESEARCH PROJECT GRANTS. THE RELEVENT LEGISLATION, TITLE I OF THE MANPOWER DEVELOPMENT AND TRAINING ACT, IS REPRODUCED IN THE APPENDIX. (BH)
ERIC: ED049477

2951 MANPOWER RESEARCH VISIBILITY REAL LIFE EDUCATION FRONT. OCT 71
RATHBUN, DONALD L., ED.
AMERICAN VOCATIONAL ASSOCIATION, WASHINGTON, D.C. DEPARTMENT OF LABOR, WASHINGTON, D.C.
AMERICAN VOCATIONAL JOURNAL:V46 N7 P61-76 OCTOBER 1971
NOTES: 16P.
BIBLIOGRAPHIES, EDUCATIONAL RESEARCH, MANPOWER DEVELOPMENT, RESEARCH REVIEWS (PUBLICATIONS), VOCATIONAL EDUCATION, MANPOWER RESEARCH
THE EIGHT STUDIES REPORTED INVOLVE MANPOWER RESEARCH WITH IMMEDIATE RELEVANCE FOR ADMINISTRATORS AND PRACTITIONERS INVOLVED IN ALL ASPECTS OF OCCUPATIONAL AND PRACTICAL ARTS EDUCATION. TOPICS COVERED INCLUDE (1) EFFECTS OF TRAINING ON LABOR EXPERIENCE, (2) UPGRADING WORKERS JOB SKILLS, (3) BREAKTHROUGH FOR DISADVANTAGED YOUTH, (4) NEGRO HIGH SCHOOL DROPOUTS UNREACHED BY FEDERAL WORK TRAINING PROGRAMS, AND (5) LEARNING THE TOOL AND DIE MAKER TRADE. A BIBLIOGRAPHY LISTS THE EIGHT RELEVANT STUDIES AND 30 ADDITIONAL STUDIES. (BH
AIM/ARM: VT014148

2952 MANPOWER RESEARCH VISIBILITY. DEC 71
RATHBUN, DONALD L., ED.;BURWELL, ANNE, ED.
AMERICAN VOCATIONAL ASSOCIATION, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 16P.
BIBLIOGRAPHIES, CAREER PLANNING, DECISION MAKING, EMPLOYMENT PROJECTIONS, FOOD SERVICE INDUSTRY, HUMAN RESOURCES, JOB PLACEMENT, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MODELS, OPTOMETRISTS, PROGRAM DEVELOPMENT, RESEARCH, RESEARCH REVIEWS (PUBLICATIONS), SUBPROFESSIONALS, VOCATIONAL EDUCATION, OCCUPATIONAL TRAINING INFORMATION SYSTEM, OTIS
THESE FOUR RESEARCH REVIEWS SHOULD BE USEFUL TO EDUCATORS CONCERNED WITH DEVELOPING AND IMPROVING VOCATIONAL EDUCATION PROGRAMS. REVIEWS INCLUDE (1) OCCUPATIONAL TRAINING INFORMATION SYSTEM (OTIS) WHICH IS CONCERNED WITH A DECISION MAKING MODEL FOR STATE AND LOCAL PROGRAMS AND WITH RESPONSIVE VOCATIONAL AND TECHNICAL EDUCATION, (2) CAREER LADDERS IN THE FOODSERVICE INDUSTRY, INCLUDING WHAT ONE INDUSTRY CAN DO TO CUT DOWN ON EXCESSIVE AND COSTLY TURNOVER, PROVIDE BETTER SERVICE, AND MORE FULLY HOLD AND UTILIZE ITS PERSONNEL, (3) THE HEART REPORT--A HOUSEHOLD EMPLOYMENT TRAINING, COUNSELING, JOB DEVELOPMENT AND PLACEMENT PROGRAM, AND (4) A NATIONAL STUDY OF ASSISTING MANPOWER IN OPTOMETRY, INCLUDING AN INVESTIGATION OF JOB AVAILABILITY, DUTIES, EDUCATION, AND TRAINING OF ANCILLARY OPTOMETRIC PERSONNEL AND THE FORECASTING OF THE DEMAND FOR SUCH EMPLOYEES. A BIBLIOGRAPHY OF ADDITIONAL STUDIES AND ORDERING INFORMATION FOR CITED MATERIALS ARE INCLUDED. (JS)
ERIC: ED061414

2953 MANPOWER RESEARCH VISIBILITY. NOV 71
RATHBUN, DONALD L., ED.;BURWELL, ANNE, ED.
AMERICAN VOCATIONAL ASSOCIATION, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 16P.
AGE GROUPS, APPRENTICESHIPS, EMPLOYMENT PROJECTIONS, EMPLOYMENT QUALIFICATIONS, HUMAN RESOURCES, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER NEEDS, PLANNING, RESEARCH REVIEWS (PUBLICATIONS), RETRAINING, VOCATIONAL EDUCATION, WORKING WOMEN
THESE FIVE RESEARCH REVIEWS SHOULD BE USEFUL TO EDUCATORS CONCERNED WITH DEVELOPING AND IMPROVING VOCATIONAL EDUCATION PROGRAMS. REVIEWS INCLUDE (1) FOUR LONGITUDINAL STUDIES OF LABOR MARKET EXPERIENCE CONDUCTED BY THE OHIO STATE UNIVERSITY CENTER FOR HUMAN RESOURCE RESEARCH, CONCERNING YOUNG MEN 14-24, YOUNG WOMEN 14-24, MEN 45-59, AND WOMEN

(CON...)
2953 30-44, (2) HIRING STANDARDS AND JOB PERFORMANCE, A STUDY FROM NEW YORK UNIVERSITY WITH IMPLICATIONS FOR WORKING TO CHANGE UNREALISTIC HIRING STANDARDS, (3) EMPLOYMENT MANPOWER PLANNING AND FORECASTING, WHICH, ON THE BASIS OF EXPERIENCE IN MINNESOTA, DEVELOPS SOME BASIC GUIDELINES FOR MANPOWER PLANNING BY INDIVIDUAL FIRMS, (4) AN OPTIMUM TRAINING SYSTEM IN APPRENTICEABLE OCCUPATIONS, FROM PURDUE UNIVERSITY WHICH PROVIDES A COMPREHENSIVE GUIDE AND MODEL FOR COMPARISON WITH EXISTING PROGRAMS, AND (5) THE TRAINING SYSTEM IN THE PIPE TRADES, A COMPREHENSIVE OCCUPATIONAL REPORT BY PURDUE UNIVERSITY RESEARCHERS WITH APPLICATION TO MANY AREAS OF VOCATIONAL-TECHNICAL EDUCATION. FRANKLY SPEAKING, AN EDITORIAL, IS DEVOTED TO THE NEED FOR HUMAN RESOURCES DEVELOPMENT. A BIBLIOGRAPHY AND ORDERING INFORMATION FOR CITED MATERIALS ARE INCLUDED. (JS)
ERIC: ED058412

2954 MANPOWER RESOURCES OF THE TRADITIONALLY NEGRO COLLEGES. SEP 69
SCOTT, GARY J.
COLLEGE PLACEMENT COUNCIL, BETHLEHEM, PA. FORD FOUNDATION, NEW YORK, N.Y.
NOTES: 19P.
CAREER CHOICE, COUNSELING, HIGHER EDUCATION, JOB PLACEMENT, MANPOWER DEVELOPMENT, NEGRO COLLEGES, NEGRO STUDENTS, VOCATIONAL COUNSELING
COLLEGE PLACEMENT SERVICES, INC. (CPS) WAS FORMED IN 1964 TO HELP DEVELOP AND UPGRADE CAREER COUNSELING AND PLACEMENT PROGRAMS AT TRADITIONALLY NEGRO COLLEGES. SINCE 1965, ANNUAL SURVEYS HAVE BEEN MADE AT THESE COLLEGES WHICH HAVE INCLUDED DATA ON ENROLLMENT, DEGREES AND MAJOR FIELDS OFFERED, MAJORS OF CURRENT GRADUATES, AND CAREER FIELDS ENTERED BY GRADUATES. A COMPARISON OF THE 1965 AND 1968 SURVEYS IN WHICH 58 INSTITUTIONS PARTICIPATED INDICATED THE FOLLOWING TRENDS (1) AN INCREASE IN GENERAL ENROLLMENT, BUT NOTABLY OF MALE ENROLLMENT, WITH A GROWING NUMBER OF BACCALAUREATE DEGREES AWARDED TO MALES; (2) AN INCREASE IN BUSINESS ADMINISTRATION MAJORS AND A DECREASE IN EDUCATION MAJORS, THOUGH EDUCATION STILL REPRESENTS THE PRINCIPAL INITIAL CAREER CHOICE OF ALL GRADUATES; (3) INCREASED ON-CAMPUS RECRUITING VISITS BY ALL TYPES OF ORGANIZATIONS, THOUGH BUSINESS AND INDUSTRIAL FIRMS PREDOMINATE; AND (4) INCREASED STUDENT AWARENESS AND UTILIZATION OF PLACEMENT SERVICES AND INCREASED ASSIGNMENT OF ADMINISTRATIVE PERSONNEL TO THE PLACEMENT FUNCTION. TABLES ARE INCLUDED. (AF)
ERIC: ED036266 COLLEGE PLACEMENT SERVICES, INC., P.O. BOX 2322, BETHLEHEM, PA., 18001

2955 MANPOWER SERVICES IN RURAL AMERICA. PROCEEDINGS OF A CONFERENCE (MICHIGAN STATE UNIVERSITY, DECEMBER 13-14, 1973). 14 DEC 73
MOSER, COLLETTE, COMP.
MICHIGAN STATE UNIV., EAST LANSING. CENTER FOR RURAL MANPOWER AND PUBLIC AFFAIRS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 219P.; FOR RELATED DOCUMENTS, SEE ED 064 005, AND ED 075 155, AND RC 007 965
COMMUNITY AGENCIES (PUBLIC), CONFERENCE REPORTS, DELIVERY SYSTEMS, EQUAL FACILITIES, EXPERIMENTAL PROGRAMS, HUMAN SERVICES, LOCAL ISSUES, MANPOWER DEVELOPMENT, PROBLEMS, RURAL AREAS, SERVICE WORKERS
EXAMINING WHAT MANPOWER SERVICES ARE TO BE DELIVERED, HOW THEY CAN BE DELIVERED, AND HOW TO GAIN THE SUPPORT OF STATE AND LOCAL GOVERNMENTS, THE CONFERENCE ON RURAL AMERICA AIMED AT IMPROVING EQUITY OF ACCESS FOR RURAL RESIDENTS. THE OPENING PAPER EXAMINES THE DELIVERY OF PUBLIC SERVICES IN RURAL AREAS; THE SECOND SESSION DEALS WITH THE PARTICULAR PROBLEM OF MANPOWER SERVICE DELIVERY, INCLUDING THE DAILY PROBLEMS FACED BY THE U.S. DEPARTMENT OF LABORS (DOL) EMPLOYMENT SERVICE. IN THE THIRD SESSION, BOTH GENERAL METHODS AND EXPERIMENTAL PROJECTS ARE EXAMINED FOR EXPERIENCES WITH DIFFERENT RURAL MANPOWER SERVICE DELIVERY METHODS; THE SECOND HALF OF THIS SESSION DISCUSSES DELIVERY METHODS IN THREE TYPES OF EXPERIMENTAL PROGRAMS OF THE RURAL MANPOWER SERVICE, DOL, WHICH WERE BEGUN AS EARLY AS THE MID-1960S. SESSION 4, THE IMPLEMENTATION OF RURAL MANPOWER DELIVERY PLANS, FOCUSES ON INSTITUTIONAL BARRIERS, DECENTRALIZATION AND REVENUE SHARING, STATE SUPPORT, AND EQUITY FOR SPECIAL GROUPS. THE CONFERENCE SUMMARY SEES THE FUTURE OF RURAL MANPOWER SYSTEMS IN THE DEVELOPMENT OF LINKAGES BETWEEN RURAL AND URBAN AREAS AND A MODERN-DAY LABOR EXCHANGE CAPABLE OF DEALING WITH A DIVERSE CLIENTELE AND THEIR PROBLEMS. HELD IN DENVER, COLORADO, DECEMBER 1973, THE CONFERENCE WAS MADE POSSIBLE BY A GRANT FROM DOL. (KM)
ERIC: ED092307

2956 MANPOWER SERVICES IN THE WORKPLACE. AN EMPLOYER TECHNICAL SERVICES PROGRAM FOR A STATE EMPLOYMENT SERVICE. FEB 73
KIRSCH, ARTHUR W.; AND OTHERS
SHELLY (E.F.) AND CO., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 322P.
EMPLOYEES, EMPLOYMENT PRACTICES, EMPLOYMENT SERVICES, IMPROVEMENT PROGRAMS, INDUSTRIAL TRAINING, JOB ANALYSIS, JOB SATISFACTION, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MANUALS, MOTIVATION TECHNIQUES, PERSONNEL MANAGEMENT, PERSONNEL POLICY, WORK ENVIRONMENT
THIS REPORT OUTLINES A PROGRAM THROUGH WHICH A STATE EMPLOYMENT SERVICE, USING EXISTING RESOURCES, CAN PROVIDE EMPLOYERS AND THEIR WORKERS WITH A BROAD RANGE OF TECHNICAL SERVICES IN ORDER TO IMPROVE PRODUCTIVITY AND MAKE WORK MORE TOLERABLE. THE REPORT IS BASED ON OBSERVATIONS AND ANALYSIS BY A TEAM OF PARTICIPANT-OBSERVERS OF A SKILL IMPROVEMENT SYSTEMS PROGRAM OPERATED BY THE OHIO BUREAU OF EMPLOYMENT SERVICES. THE PROGRAM, ORIGINALLY LIMITED TO UPGRADING, EVOLVED INTO A BROADLY BASED PROGRAM DIRECTED TOWARD IMPROVING PERSONNEL PROCEDURES, TRAINING APPROACHES, AND OTHER MANPOWER MANAGEMENT PRACTICES OF PRIVATE COMPANIES AND GOVERNMENT AGENCIES. SECTIONS OF THIS REPORT CONTAIN (1) OBSERVATIONS, POLICY IMPLICATIONS, AND SUGGESTIONS FOR DEPARTMENT OF

(CONT.)
2956 LABOR POLICY MAKERS AND PROGRAM PLANNERS IN AMELIORATING THE PROBLEMS OF THE EMPLOYED WORKER. (2) A DESCRIPTION OF THE OHIO PROJECT, INCLUDING A PRELIMINARY ASSESSMENT OF OUTCOMES, AND (3) A MANUAL OF THE STEPS REQUIRED TO PLAN, IMPLEMENT, AND OPERATE A BROAD EMPLOYER TECHNICAL SERVICES PROGRAM. (AUTHOR/SB)
ERIC: ED076819 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (OLMA 82-36-71-49, MF $0.95, HC $3.00)

2957 MANPOWER SERVICES TO ARIZONA INDIANS, 1968, SIXTEENTH ANNUAL REPORT. RESEARCH AND INFORMATION SERIES NO. OPR-2-69. AUG 69
HACKETT, MARGIE I., COMP.
ARIZONA STATE EMPLOYMENT SERVICE, PHOENIX.
NOTES: 36P.
AMERICAN INDIANS, COMMUNITY AGENCIES (PUBLIC), CULTURAL FACTORS, EMPLOYMENT PATTERNS, EMPLOYMENT SERVICES, FEDERAL AID, HUMAN RESOURCES, JOB PLACEMENT, MANPOWER DEVELOPMENT, POPULATION DISTRIBUTION, RESEARCH PROJECTS, SOCIOECONOMIC STATUS, STATE AID
THE ARIZONA STATE EMPLOYMENT SERVICE (ASES) PROVIDES PLACEMENT, TESTING, COUNSELING, AND MANPOWER INFORMATION SERVICES TO ARIZONAS INDIAN LABOR FORCE. SPECIAL SERVICES TO INDIANS INCLUDE INDIAN BRANCH OFFICES, SPECIAL COMMUNICATIONS SYSTEMS, AN INDIAN JOB DEVELOPMENT PROGRAM, AND MANPOWER RESOURCES DEVELOPMENT ASSISTANCE. TWO MANPOWER RESOURCES STUDIES PROVIDING INFORMATION FOR DEALING WITH PROBLEMS OF INDIAN UNEMPLOYMENT AND UNDEREMPLOYMENT WERE COMPLETED IN 1968 ON THE NAVAJO RESERVATION AND THE FORT APACHE, SAN CARLOS, AND PAPAGO RESERVATIONS. FUTURE SERVICES PLANNED INCLUDE EXPANDING TRAINING PROGRAMS UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT, CONTINUING INDIAN MANPOWER RESOURCES STUDIES, AND SPONSORING A WORK INCENTIVE PROGRAM ON 2 RESERVATIONS. OTHER ARIZONA AGENCIES AND THEIR ACTIVITIES PROVIDING EMPLOYMENT AND MANPOWER SERVICES TO INDIANS ARE CITED. AN APPENDIX PRESENTS STATISTICS ON INDIAN PLACEMENT AND ASES SERVICES PROVIDED. (JH)
ERIC: ED033798

2958 MANPOWER SERVICES TO MINORITY GROUPS A DESK REFERENCE FOR ES PERSONNEL. 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 55P.
ADMINISTRATOR RESPONSIBILITY, CIVIL RIGHTS LEGISLATION, EMPLOYMENT OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, MINORITY GROUPS, PUBLIC POLICY
THIS DESK REFERENCE IS DESIGNED TO HELP EMPLOYMENT SERVICE AND OTHER HUMAN RESOURCES PERSONNEL IN PROVIDING MANPOWER SERVICES TO MINORITY GROUP MEMBERS. WHILE EMPHASIZING THE NEED FOR AFFIRMATIVE ACTION WITH CONSTANT EFFORT TO IMPROVE TRAINING AND EMPLOYMENT OPPORTUNITIES FOR MINORITIES, THE DOCUMENT DESCRIBES LEGAL, ECONOMIC, AND CULTURAL ASPECTS OF THE PROBLEM AND DISCUSSES POSSIBLE SOLUTIONS OPEN TO PROGRAM STAFF. EXPANDED TARGET AUDIENCE SELECTION, COUNSELING, TESTING, TRAINING, PLACEMENT, AND JOB DEVELOPMENT ARE CONSIDERED IN THIS COMPREHENSIVE GUIDE FOR MANPOWER PERSONNEL. (JH)
ERIC: ED048468

2959 A MANPOWER STUDY OF TECHNICAL PERSONNEL IN HOSPITAL CLINICAL LABORATORIES. FINAL REPORT. OCT 68
HARKNESS, JAMES P., AND OTHERS
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. MDTA26-64
NOTES: 103P.
AUTOMATION, CLINICAL DIAGNOSIS, EVALUATION, EVALUATION CRITERIA, HOSPITALS, INDIVIDUAL CHARACTERISTICS, LABORATORIES, LABORATORY TECHNIQUES, MEDICAL EVALUATION, MEDICAL LABORATORY ASSISTANTS, MEDICAL TECHNOLOGISTS, OCCUPATIONAL SURVEYS, PATHOLOGY, PERFORMANCE CRITERIA, PERSONNEL EVALUATION, QUALITY CONTROL, QUESTIONNAIRES, NORTH CAROLINA
AS ONE OF THE EFFORTS RELATED TO CLOSING THE GAP BETWEEN THE GROWING DEMANDS FOR CLINICAL LABORATORY WORKERS AND THE SUPPLY OF WELL-TRAINED WORKERS, THE VOLUME AND QUALITY OF LABORATORY PROCEDURES AND THE GENERAL CHARACTERISTICS OF WORKERS IN NORTH CAROLINA HOSPITALS WERE STUDIED. APPROACHES TO THE STUDY INCLUDED TESTS ON UNKNOWNS BY LABORATORY WORKERS, INTERVIEWS AND QUESTIONNAIRES. SOME FINDINGS WERE (1) HOSPITAL LABORATORIES PERFORM APPROXIMATELY THE SAME RATIO OF TESTS PER BED AND HAVE APPROXIMATELY THE SAME RATIO OF WORKERS PER BED REGARDLESS OF OTHER FACTORS, (2) AS HOSPITAL SIZE INCREASES, SO DOES THE QUALITY OF WORK, (3) THE AREAS OF LABORATORY WORK MOST EASILY AUTOMATED MAKE UP SEVEN-EIGHTHS OF THE TOTAL OUTPUT, (4) WORKERS TRAINED IN SCHOOLS CERTIFIED BY THE AMERICAN SOCIETY OF CLINICAL PATHOLOGISTS, THOSE TRAINED IN COMMERCIAL SCHOOLS, AND THOSE WITH ON-THE-JOB TRAINING ONLY WERE ALMOST EQUALLY REPRESENTED, AND (5) ABOUT HALF OF ALL WORKERS HAD HAD 5 YEARS OR MORE OF EXPERIENCE BUT MOST EARNED LESS THAN $5,000 ANNUALLY. RECOMMENDATIONS INCLUDE (1) MORE EFFECTIVE SUPERVISION BY PATHOLOGISTS, (2) EVALUATION OF LABORATORIES BY EDUCATIONALLY ORIENTED ORGANIZATIONS, (3) REGIONAL LABORATORIES TO MAKE AUTOMATION FEASIBLE, AND (4) PATIENT ADMITTING PRACTICES APPROPRIATE TO THE CAPABILITIES OF HOSPITAL LABORATORIES. (JK)
ERIC: ED027395

2960 MANPOWER SUBSTITUTION IN THE HOSPITAL INDUSTRY AN EXPLORATORY STUDY OF THE NEW YORK CITY VOLUNTARY AND MUNICIPAL HOSPITAL SYSTEMS. 70
FOTTLER, MYRON DAVID
COLUMBIA UNIV., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.

(CONT.)
2960 NOTES: 325P.; PH.D. DISSERTATION, COLUMBIA UNIVERSITY
DOCTORAL THESES, ECONOMIC RESEARCH, HEALTH OCCUPATIONS, HEALTH PERSONNEL, HEALTH SERVICES, HOSPITALS, IMPROVEMENT, INCENTIVE SYSTEMS, LABOR ECONOMICS, LABOR SUPPLY, MANPOWER UTILIZATION, SKILLED LABOR, MANPOWER SUBSTITUTION, NEW YORK CITY
THE PURPOSE OF THIS STUDY WAS TO DETERMINE THE DEGREE OF MANPOWER COMPLEMENTARITY AND SUBSTITUTABILITY OF DIFFERENT QUALITIES OF LABOR, THE CAUSES OF MANPOWER SUBSTITUTION, AND THE IMPLICATIONS OF SUCH SUBSTITUTION FOR THE QUALITY OF HOSPITAL SERVICES. THE NEW YORK CITY VOLUNTARY AND MUNICIPAL HOSPITAL SYSTEMS WERE CHOSEN FOR THE ANALYSIS BECAUSE THE TWO SYSTEMS OPERATED UNDER DIFFERENT INCENTIVES AND CONSTRAINTS. STATISTICAL DATA ON THE HOSPITAL SKILL LEVEL, SIZE, CASE MIX, CASE SEVERITY, TECHNOLOGY, NEIGHBORHOOD CHARACTERISTICS, SKILLED WAGE RATES, SKILLED WORKLOAD, AND COSTS PER PATIENT DAY WERE ANALYZED FOR BOTH HOSPITALS IN 1955 AND 1965. VARIOUS TESTS OF THE DEGREE OF MANPOWER COMPLEMENTARITY AND SUBSTITUTABILITY WERE DEVELOPED AND APPLIED IN BOTH HOSPITAL SYSTEMS. THE RELATIONSHIP BETWEEN SKILLED LABOR SHORTAGES AND MANPOWER SUBSTITUTION WAS EXAMINED AND THE STATISTICAL RELATIONSHIP BETWEEN THE HOSPITAL SKILL LEVEL AND OTHER VARIABLES WAS TESTED FOR 1965. THE RELATIONSHIP BETWEEN HOSPITAL SKILL LEVEL AND HOSPITAL QUALITY WAS EXAMINED. (AUTHOR)
ERIC: ED081990 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-197 748, MF $1.45, HC $6.00)

2961 MANPOWER TRAINEES WHO SUCCEEDS SEP 71
HAMMER, MARY C.:ROMEN, TERRENCE M.
VOCATIONAL GUIDANCE QUARTERLY:20:1:9-14
DROPOUT CHARACTERISTICS, DROPOUT IDENTIFICATION, DROPOUT PREVENTION, DROPOUTS, LABOR EDUCATION, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, TRAINING, VOCATIONAL COUNSELING
FOR THE GROUP OF TRAINEES STUDIED, RESULTS SHOW THAT REGARDLESS OF THE LENGTH OF THE PROGRAM, ONLY MARITAL STATUS AND EDUCATION WERE FOUND TO DIFFER SIGNIFICANTLY BETWEEN THE GRADUATES AND DROPOUTS. AGE, STABILITY OF EMPLOYMENT AND NUMBER OF DEPENDENTS WERE SIGNIFICANT FOR LONG TERM PROGRAMS: PRETRAINING LEVEL OF EDUCATION FOR SHORT TERM PROGRAMS. (AUTHOR)
ERIC: EJ044067

2962 MANPOWER TRAINING AND CHILD-DEVELOPMENT SERVICES FEB 75
FIELDING, JON:AND OTHERS
PEDIATRICS:55:2:279-86
LOW INCOME GROUPS, MOTHERS, VOCATIONAL EDUCATION, CHILD CARE, EXCEPTIONAL CHILD RESEARCH, DISADVANTAGED YOUTH, EMPLOYMENT POTENTIAL, JOB CORPS
EVALUATED WAS THE IMPACT TO OFFERING CHILD DEVELOPMENT SERVICES TO 87 LOW INCOME MOTHERS ENROLLED IN A JOB CORPS PROGRAM. (AUTHOR/CL)
ERIC: EJ116034

2963 MANPOWER TRAINING AND EARNINGS 1975
ASHENFELTER, O.
MONTHLY LABOR REVIEW, VOL.98, NO.4, APRIL 1975, P. 46-48.
EARNINGS, ECONOMICS, INFLATION, LABOR MARKET, TRAINING AND DEVELOPMENT, UNEMPLOYMENT
EVALUATION OF MANPOWER TRAINING PROGRAMS BY COMPARISON OF EARNINGS OF THE PARTICIPANTS BEFORE AND AFTER THE TRAINING INDICATES EARNINGS ROSE NO HIGHER THAN WOULD BE ANTICIPATED WITHOUT THE PROGRAM.
MGMT: UML7500046

2964 MANPOWER TRAINING AND EMPLOYMENT PROGRAMS SERVING RURAL AMERICA. REPORT ON REQUEST OF THE SUBCOMMITTEE ON RURAL DEVELOPMENT OF THE COMMITTEE ON AGRICULTURE AND FORESTRY BY THE LIBRARY OF CONGRESS, CONGRESSIONAL RESEARCH SERVICES. COMMITTEE PRINT, 93D CONGRESS, 1ST SESSION, OCTOBER 31, 1973. 31 OCT 73
SCHMITT, RAYMOND
LIBRARY OF CONGRESS, WASHINGTON, D.C. CONGRESSIONAL RESEARCH SERVICE. CONGRESS OF THE U.S., WASHINGTON, D.C. SENATE COMMITTEE ON AGRICULTURE AND FORESTRY.
NOTES: 15P.; NOT AVAILABLE IN HARD COPY DUE TO PRINT SIZE OF ORIGINAL DOCUMENT
ENROLLMENT RATE, EQUAL OPPORTUNITIES (JOBS), EVALUATION, FEDERAL AID, FEDERAL PROGRAMS, JOB TRAINING, MANPOWER DEVELOPMENT, PROGRAM DESCRIPTIONS, REVENUE SHARING, RURAL POPULATION, STATISTICAL DATA, SYNTHESIS
BASED UPON NUMEROUS GOVERNMENT REPORTS AND EVALUATION STUDIES, THIS REPORT PRESENTS (1) A BRIEF SKETCH OF THE FEDERAL INVOLVEMENT IN MANPOWER TRAINING AND EMPLOYMENT PROGRAMS: (2) SOME IMPRESSIONS OF THE MANPOWER TRAINING AND EMPLOYMENT PROGRAMS SERVING RURAL AMERICANS: (3) STATISTICAL INFORMATION ON THE ESTIMATED NUMBER OF RURAL ENROLLEES, FUNDS OBLIGATED, AND KEY CHARACTERISTICS OF INDIVIDUALS ENROLLED IN SELECTED MANPOWER PROGRAMS: (4) A BRIEF DESCRIPTION OF THE MANPOWER PROGRAMS SERVING RURAL AMERICANS: AND (5) A BIBLIOGRAPHY OF REPORTS AND EVALUATION STUDIES CONCERNING MANPOWER PROGRAMS OPERATIONAL IN RURAL AREAS. AMONG THE MAJOR IMPRESSIONS RECORDED IN THIS DOCUMENT ARE (1) THE IMPACT OF MECHANIZATION AND AGRIBUSINESS UPON RURAL EMPLOYMENT HAS BEEN PROFOUND: (2) BETTER LABOR MARKET INFORMATION IS NEEDED TO FOSTER RURAL ECONOMIC DEVELOPMENT: (3) MOST MAJOR MANPOWER TRAINING AND EMPLOYMENT PROGRAMS APPEAR TO BE DESIGNED PRIMARILY FOR URBAN RESIDENTS: (4) MANPOWER TRAINING PROGRAMS APPEAR TO FACE LIMITED CHANCES FOR SUCCESS IN RURAL AREAS DUE TO LIMITED JOB OPPORTUNITIES AND ECONOMIC GROWTH: (5) USE OF FEDERAL PROGRAMS WHICH CREATE JOBS (E.G., OPERATION MAINSTREAM) OFFER TEMPORARY ALLEVIATION OF RURAL UNEMPLOYMENT AND APPEAR TO BE EFFECTIVE IN THE SHORT RUN: (6) MANPOWER REVENUE SHARING MAY NOT WORK TO THE ADVANTAGE OF RURAL AREAS, AS THEY MAY

(CONT.)
2964 BE UNABLE TO COMPETE FOR FUNDS. (JC)
ERIC: ED121532

2965 MANPOWER TRAINING IN JAPAN SEP 73
REUBENS, BEATRICE G.
MONTHLY LABOR REVIEW:96:9:16-24
MANPOWER DEVELOPMENT, VOCATIONAL TRAINING CENTERS, PUBLIC POLICY, JOB TRAINING, EMPLOYMENT PRACTICES, LABOR FORCE, JAPAN
JAPAN USES A VARIETY OF TRAINING APPROACHES TO DEVELOP SKILLED LABOR FORCE, AS COMMITMENT TO TRADITIONAL LIFETIME EMPLOYMENT SYSTEM APPEARS TO BE WANING. (EDITOR)
ERIC: EJ083756

2966 MANPOWER TRAINING PROGRAM OUTCOMES INDIANS AND RURAL WHITES IN SOUTH DAKOTA. 25 AUG 73
DELONG, JAMES W.:AND OTHERS
NOTES: 15P.: PAPER PRESENTED AT THE RURAL SOCIOLOGICAL SOCIETY ANNUAL MEETINGS, COLLEGE PARK, MARYLAND, AUGUST 23-26, 1973
AMERICAN INDIANS, ANGLO AMERICANS, COMPARATIVE ANALYSIS, DISADVANTAGED GROUPS, EMPLOYMENT OPPORTUNITIES, MANPOWER DEVELOPMENT, RESERVATIONS (INDIAN), RURAL AREAS, SOCIOECONOMIC STATUS, VOCATIONAL EDUCATION, JOB OPPORTUNITIES IN THE BUSINESS SECTOR, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA, SOUTH DAKOTA
IN FALL 1971, THIS EXPLORATORY STUDY INVESTIGATED THE ASSOCIATION BETWEEN SOCIOECONOMIC CHARACTERISTICS OF PARTICIPANTS IN SELECTED MANPOWER PROGRAMS AND THE TRAINING OUTCOMES FOR THOSE PARTICIPANTS. THE 2 MANPOWER TRAINING PROGRAMS WERE THE JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS) AND A MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) PROGRAM. DATA WERE OBTAINED FROM THE APPLICATION AND TERMINATION FORMS COMPLETED FOR THE 202 MDTA TRAINEES AND 157 TRAINEES IN THE JOBS PROGRAM DURING 1970-71. MORE SOCIOECONOMIC ATTRIBUTES WERE ASSOCIATED WITH TRAINING OUTCOMES FOR THE MDTA THAN THE JOBS PROGRAM PARTICIPANTS. THE MDTA PARTICIPANT LEAST LIKELY TO COMPLETE THE PROGRAM WAS A NON-WHITE MALE WITH 7-9 YEARS OF FORMAL EDUCATION, UNEMPLOYED 25 WEEKS OR LESS WITHIN THE PAST YEAR AND CLASSIFIED AS DISADVANTAGED. SINCE THE MAJORITY OF AMERICAN INDIAN PARTICIPANTS WERENT COMPLET G THE MDTA PROGRAMS, THE IMPORTANCE OF RACIAL AND CULTURAL FACTORS FOR SUCH PROGRAMS WAS SUGGESTED. FINDINGS WERE LISTED FOR BOTH PROGRAMS. (FF)
ERIC: ED078998

2967 MANPOWER TRAINING RESOURCE SUPPLEMENT TO THE CONSUMER EDUCATION CURRICULUM GUIDE FOR OHIO. 71
OHIO STATE DEPT. OF EDUCATION, COLUMBUS. DIV. OF VOCATIONAL EDUCATION.
NOTES: 73P.: FOR THE CONSUMER EDUCATION CURRICULUM GUIDE FOR OHIO K-12, SEE ED 066 354
COMMUNITY RESOURCES, CONCEPT TEACHING, CONSUMER ECONOMICS, CONSUMER EDUCATION, CURRICULUM GUIDES, FEDERAL PROGRAMS, LEARNING ACTIVITIES, MANPOWER DEVELOPMENT, OCCUPATIONAL GUIDANCE, RESOURCE GUIDES, TEACHER DEVELOPED MATERIALS, TRAINEES, VOCATIONAL EDUCATION, VOCATIONAL TRAINING CENTERS, MANPOWER DEVELOPMENT AND TRAINING ACT, MANPOWER PROGRAMS, MDTA
THE GUIDE CONTAINS CONSUMER EDUCATION LEARNING ACTIVITIES AND REFERENCES FOR USE WITH MANPOWER DEVELOPMENT AND TRAINING ACT TRAINEES. IT IS ORGANIZED IN SIX SECTIONS, EACH DEALING WITH ONE OF THE FOLLOWING BASIC CONCEPTS (1) THE ECONOMIC SYSTEM, (2) INCOME PROCUREMENT, (3) CONSUMER ALTERNATIVES, (4) CONSUMER BEHAVIOR DETERMINANTS, (5) ROLES, RIGHTS, AND RESPONSIBILITIES, AND (6) COMMUNITY RESOURCES. EACH SECTION BEGINS WITH THE STATEMENT OF AN OVERALL OBJECTIVE AND A GRAPHIC REPRESENTATION OF THE BASIC CONCEPT COVERED. SEVERAL OTHER OBJECTIVES ARE INCLUDED FOR EACH SECTION. FOR EACH OBJECTIVE WITHIN A SECTION, A TABLE IS PRESENTED WHICH LISTS CONCEPTS, SUGGESTED LEARNING AND EVALUATION EXPERIENCES, AND SUGGESTED RESOURCES. A 18-PAGE BIBLIOGRAPHY LISTS INSTRUCTIONAL MATERIALS CATALOGS, CHARTS, PERIODICALS, PAMPHLETS (ON CLOTHING AND APPLIANCES, CREDIT, FOODS, ECONOMICS AND INVESTMENTS, INSURANCE, AND MONEY MANAGEMENT), TRAINEE MANUALS AND WORKBOOKS, TRAINEE PROGRAMED MATERIALS, TEACHER MANUALS AND GUIDES, AND TEACHER REFERENCES (TEXTS, SPECIAL KITS, AND SOURCE LISTS). ALSO INCLUDED IS A GLOSSARY OF 61 CONSUMER EDUCATION TERMS. NAMES OF THE MEMBERS OF OHIOS STATE ADVISORY COMMITTEE ON CONSUMER ECONOMIC EDUCATION AND OF THE COMMITTEE OF TEACHERS AND TEACHER EDUCATORS, DEVELOPERS OF THE GUIDE, ARE LISTED. (MS)
ERIC: ED117531

2968 MANPOWER TRENDS COUNSELING OR POLITICAL SOLUTIONS SEP 72
HEALY, CHARLES C.
PERSONNEL AND GUIDANCE JOURNAL:51:1:39-43
COUNSELING, COUNSELOR ROLE, EMPLOYMENT OPPORTUNITIES, GOVERNMENT ROLE, MANPOWER NEEDS, OCCUPATIONAL GUIDANCE, POLITICAL POWER
A REVIEW OF MANPOWER TRENDS AND POLITICAL DEVELOPMENTS REVEALS THAT GOVERNMENTAL DECISIONS THREATEN TO REDUCE JOB AND TRAINING OPPORTUNITIES. IN THIS ARTICLE THE AUTHOR DESCRIBES SEVERAL ALTERNATIVES FOR HELPING CLIENTS IN THIS SITUATION. (AUTHOR)
ERIC: EJ063129

2969 MANPOWER UTILIZATION AND FUTURE NEEDS OF MANUFACTURING INDUSTRIES IN WATER POLLUTION CONTROL JUN 74
MIDDLEBROOKS, E. JOE
UTAH STATE UNIV., LOGAN. COLL. OF ENGINEERING. ENVIRONMENTAL PROTECTION AGENCY, WASHINGTON, D.C. OFFICE OF WATER PROGRAM OPERATIONS.
NOTES: 146P

(CONT.)

2969 WATER POLLUTION CONTROL, INDUSTRY, MANPOWER UTILIZATION, SEWAGE TREATMENT PLANTS, NTISEPAO, NTISEPAOWP
A COMBINATION OF DATA PRESENTED IN THE 1968 CENSUS OF WATER USE IN MANUFACTURING (BUREAU OF THE CENSUS) FOR THOSE INDUSTRIES UTILIZING AT LEAST 20 MILLION GALLONS OF WATER PER YEAR, DATA COLLECTED BY EPA IN A POLL OF 10,000 INDUSTRIES TO DETERMINE THEIR PROJECTED PROFESSIONAL, AND TECHNICAL MANPOWER AND TRAINING REQUIREMENTS AND DATA PRESENTED IN A REPORT BY ENVIRONMENTAL SCIENCE SERVICES CORPORATION WERE USED TO DEVELOP THE TOTAL NUMBERS OF PERSONNEL IN VARIOUS INDUSTRY CATEGORIES WORKING ON WATER POLLUTION CONTROL.
NTIS: PB-257 639/8ST NTIS PRICES PC$6.00/MF$3.00

2970 MANUAL FOR AFFIRMATIVE ACTION PROGRAM DEVELOPMENT AND IMPLEMENTATION IN HIGHER EDUCATION INSTITUTIONS. MAY 74
FLORIDA STATE UNIV., TALLAHASSEE.
NOTES: 70P.
COLLEGES, EMPLOYMENT OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), HIGHER EDUCATION, MINORITY GROUPS, SEX DISCRIMINATION, SOCIAL DISCRIMINATION, UNIVERSITIES, AFFIRMATIVE ACTION PLAN, EXECUTIVE ORDER 11246
RECENTLY, HIGHER EDUCATION INSTITUTIONS WERE MANDATED BY LAW UNDER EXECUTIVE ORDER 11246 TO DEVELOP SYSTEMATIZED AND ACTION-ORIENTED PROCEDURES AIMED AT ELIMINATING DISCRIMINATION IN EMPLOYMENT OPPORTUNITIES AND CONDITIONS ON THE BASIS OF RACE, COLOR, RELIGION, NATIONAL ORIGIN, OR SEX. THE END PRODUCT OF SUCH A PROGRAM DEVELOPMENT HAS BEEN LABELED AN AFFIRMATIVE ACTION PLAN FOR EQUAL EMPLOYMENT OPPORTUNITIES FOR MINORITIES AND WOMEN. THE PURPOSES OF THIS MANUAL ARE TO PROVIDE CLEARLY DEFINED INFORMATION, INSTRUCTIONS, AND PROCESSES THAT CAN DIRECT AND FACILITATE DEVELOPMENT AND PROVIDE EFFECTIVE IMPLEMENTATION OF AFFIRMATIVE ACTION PLANS AS ACTION-ORIENTED PROCEDURES. WITHIN HIGHER EDUCATION INSTITUTIONS. THE GOALS ARE PURSUED UNDER THREE BROAD HEADINGS (1) BACKGROUND INFORMATION, (2) WRITING AN AFFIRMATIVE ACTION PROGRAM, AND (3) AFFIRMATIVE ACTION IMPLEMENTATION. (AUTHOR/KE)
ERIC: ED107193 FLORIDA STATE UNIVERSITY, OFFICE OF UNIVERSITY MINORITY AFFAIRS, TALLAHASSEE, FLORIDA

2971 MANUAL FOR DETERMINING THE LABOR MARKET AVAILABILITY OF WOMEN AND MINORITIES. 74
DEPARTMENT OF HEALTH , EDUCATION, AND WELFARE, WASHINGTON., D.C. OFFICE OF THE SECRETARY.; OFFICE FOR CIVIL RIGHTS (OHEW), WASHINGTON, D.C.
NOTES: 83P.
CIVIL RIGHTS LEGISLATION, DATA ANALYSIS, DATA BASES, EMPLOYMENT STATISTICS, EQUAL OPPORTUNITIES (JOBS), FEMALES, INFORMATION SOURCES, LABOR FORCE, LABOR LEGISLATION, LABOR MARKET, MANUALS, MINORITY GROUPS, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, RESEARCH METHODOLOGY, TABLES (DATA), MANPOWER RESEARCH
THE MANUAL ADDRESSES THE PROCEDURES FOR CONDUCTING A WORK FORCE ANALYSIS AS SPECIFIED BY DEPARTMENT OF LABOR REGULATIONS IMPOSING EQUAL EMPLOYMENT OPPORTUNITY REQUIREMENTS FOR WOMEN AND MINORITIES. SECTION ONE DISCUSSES THE LEGAL PROVISIONS, DEFINES THE COMPOSITION OF THE LABOR AVAILABLE FOR AN OCCUPATION, AND DISCUSSES THE CHARACTERISTICS OF WORK FORCE ANALYSIS DATA. SECTION TWO PRESENTS SOURCES OF AVAILABILITY DATA FOR OCCUPATIONS FOUND IN HIGHER EDUCATION INSTITUTIONS WHILE PART THREE PRESENTS SOURCES OF AVAILABILITY DATA FOR OCCUPATIONS FOUND IN HEALTH CARE INSTITUTIONS. PART FOUR DISCUSSES OBTAINING DATA FROM FEDERAL, STATE, AND PRIVATE STATISTICAL ORGANIZATIONS. A RECOMMENDED METHODOLOGY FOR DETERMINING THE LABOR MARKET AVAILABILITY OF WOMEN AND MINORITIES FOR A SINGLE DETAILED OCCUPATION IS OUTLINED IN SECTION FIVE AND EVALUATION METHODS ARE DISCUSSED IN THE CONCLUDING SECTION. THE APPENDIX INCLUDES USEFUL U. S. CENSUS REPORTS; MANPOWER STUDIES AND STATISTICAL REPORTS; AND CASE STUDIES. (HW)
ERIC: ED103683

2972 MANUAL FOR DEVELOPING A STUDENT INTERN PROGRAM IN POLITICS AND GOVERNMENT AN ADOPTERS GUIDE REFERENCED IN PROMISING PRACTICES IN OREGON EDUCATION, 1974. 74
SVICAROVICH, JOHN, ED.
OREGON STATE DEPT. OF EDUCATION, SALEM.
NOTES: 128P.
AMERICAN GOVERNMENT (COURSE), EDUCATIONAL INNOVATION, EDUCATIONAL OBJECTIVES, EVALUATION, EXPERIMENTAL PROGRAMS, GOVERNMENT ROLE, INTERNSHIP PROGRAMS, MANUALS, POLITICAL SCIENCE, PRACTICUMS, PROGRAM DESCRIPTIONS, PROGRAM DESIGN, PROGRAM DEVELOPMENT, RELEVANCE (EDUCATION), SCHOOL COMMUNITY RELATIONSHIP, SECONDARY EDUCATION, STUDENT NEEDS, STUDENT PARTICIPATION, TEACHING TECHNIQUES, WORK EXPERIENCE PROGRAMS
THE MANUAL DESCRIBES AN OFFCAMPUS INTERN PROGRAM FOR 12TH-GRADE STUDENTS IN POLITICAL SCIENCE. DESCRIPTION OF THE PROJECT, GOVERNMENT RESPONSIBILITY AND STUDENT PARTICIPATION (GRASP), IS DIVIDED INTO SIX CHAPTERS. CHAPTER I, DECIDING WHETHER TO ADOPT THE MODEL, IDENTIFIES THE NEED FOR AN INTERN COURSE AND PROJECTS PRESUMED STUDENT ACCOMPLISHMENTS UPON COMPLETION OF THE COURSE. CHAPTER II, DETERMINING PROGRAM FEASIBILITY, IDENTIFIES POTENTIAL FINANCIAL RESOURCES AND DETERMINES ORGANIZATIONAL ACCOUNTABILITY. CHAPTER III, PLANNING PROGRAM OPERATION, DEFINES MANAGEMENT, PERSONNEL, AND SCHOOL RESPONSIBILITIES, AND IT INDICATES MANAGEMENT OBJECTIVES. CHAPTER IV, FOUNDING THE PROGRAM, DISCUSSES RECRUITING GOVERNMENT AGENCIES AND SECURING COMMITMENT FOR SUPPORT AND PARTICIPATION. CHAPTER V, IMPLEMENTING THE PROGRAM, DESCRIBES SELECTION AND ORIENTATION OF STAFF AND STUDENTS, DISCUSSES PLACEMENT OF STUDENTS IN GOVERNMENT AGENCIES, AND DELINEATES INSTRUCTIONAL GUIDELINES. CHAPTER VI, EVALUATING THE PROGRAM, IDENTIFIES SIX GENERAL INDICES FOR MEASURING THE IMPACT OF THE INTERNSHIP EXPERIENCE. INCLUDED ARE TESTS, QUESTIONNAIRES, EVALUATION FORMS, AND A BIBLIOGRAPHY. (AUTHOR/DB)
ERIC: ED129701

2973 A MANUAL FOR THE USE OF THE ENVIRONMENTAL DEPRIVATION SCALE (EDS) IN CORRECTIONS THE PREDICTION OF CRIMINAL BEHAVIOR. OCT 72
JENKINS, W. O.;SANFORD, W. LEE
REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 90P.
BEHAVIORAL SCIENCE RESEARCH, BEHAVIOR PATTERNS, BEHAVIOR RATING SCALES, CORRECTIONAL REHABILITATION, CRIMINOLOGY, EMPLOYMENT, ENVIRONMENTAL INFLUENCES, INTERPERSONAL RELATIONSHIP, MANUALS, PREDICTIVE MEASUREMENT, RATING SCALES, RECIDIVISM, RESPONSE MODE, EDS, ENVIRONMENTAL DEPRIVATION SCALE
THE POSSIBILITY OF BEHAVIOR HAVING IMPORTANT CONSEQUENCES IS THE FOCUS OF THIS MANUAL WITH THE OBJECTIVE OF PREDICTING CRIMINAL BEHAVIOR THROUGH THE USE OF AN ENVIRONMENTAL DEPRIVATION SCALE (EDS). THE PRINCIPAL ANALYTICAL METHOD FOR ANALYSIS OF THE ENVIRONMENT IS THE SYSTEMATIC OBSERVATION OF BEHAVIOR AND THE MANIPULATION OF ENVIRONMENTAL VARIABLES TO MODIFY RELATED CRITERION MEASURES, THE PRIMARY ONE BEING FREQUENCY OF RESPONDING. THE BEHAVIORAL SCIENTIST IS LEFT WITH TWO OPTIONS (1) POINT TO PROBLEMS IN ANALYSIS AND CONCLUDE THAT CERTAIN CLASSES OF BEHAVIOR ARE NOT AMENABLE TO ANALYSIS; AND (2) DEVISE ALTERNATIVE TECHNIQUES AND STRATEGIES WHICH PROVIDE THE SCIENTIST WITH THE DATA NECESSARY FOR EXPERIMENTAL ANALYSIS. THE EDS OPERATES UPON THE LATTER APPROACH, SYSTEMATICALLY PROBING THE AREA OF CRIMINAL BEHAVIOR BY OBTAINING CORRELATIVE MEASURES WHICH ARE HIGHLY PREDICTIVE OF BOTH CRIMINAL BEHAVIOR AND RECIDIVISM. THE EDS PINPOINTS THE EMPLOYMENT AREA AS CRUCIAL IN ADJUSTMENT, FOLLOWED CLOSELY BY INTERPERSONAL RELATIONSHIPS. IN ADDITION, THE SCALES POINT TO OTHER AREAS WHERE SPECIFIC INTERVENTION STRATEGIES SHOULD BE INITIATED. IN SUM, THE EDS IS BASED ON THE WORKING ASSUMPTION THAT A MANS BEHAVIOR REFLECTS THE WAY THINGS ARE GOING FOR HIM IN HIS ENVIRONMENT AT THE MOMENT. THE EDS MEASURES THE EFFECT OF ENVIRONMENT ON A MANS BEHAVIOR BY DIVIDING HIS ENVIRONMENT INTO THREE BROAD AREAS OF INPUT OCCUPATIONAL ACTIVITIES, INSTITUTIONAL ACTIVITIES, AND INTERPERSONAL RELATIONSHIPS. THE 16 ITEMS WITHIN THESE AREAS PROVIDE A CHECKLIST FOR MEASURING THE SUPPORT HE RECEIVES FOR HIS BEHAVIOR. FIVE APPENDICES ARE INCLUDED. (AUTHOR/CK)
ERIC: ED068834 REHABILITATION RESEARCH FOUNDATION, P.O. BOX 1107, ELMORE, ALA. 36025 (NO PRICE QUO)

2974 MANUAL FOR YOUTH COORDINATORS. MAR 69
PRESIDENTS COUNCIL ON YOUTH OPPORTUNITY, WASHINGTON, D.C.
NOTES: 176P.
ADMINISTRATIVE PERSONNEL, COMMUNITY COORDINATORS, COMMUNITY PROGRAMS, COMMUNITY RECREATION PROGRAMS, COORDINATORS, MANUALS, YOUTH EMPLOYMENT, YOUTH OPPORTUNITIES, YOUTH PROGRAMS
THIS MANUAL WAS DESIGNED PRIMARILY FOR USE BY COORDINATORS RESPONSIBLE FOR DEVELOPING COMPREHENSIVE COMMUNITY YOUTH OPPORTUNITY PROGRAMS OF EMPLOYMENT, EDUCATION, AND RECREATION, BUT THE MATERIAL MAY ALSO BE OF ASSISTANCE TO COMMUNITY AND BUSINESS LEADERS, EDUCATORS, AND OTHERS INVOLVED IN EXPANDING LOCAL OPPORTUNITIES FOR YOUNG PEOPLE. CONTENTS CONSIST OF FIVE SECTIONS, COVERING (1) PLANNING, (2) EMPLOYMENT, (3) EDUCATION, (4) RECREATION, AND (5) TRANSPORTATION, WITH EACH SECTION PROVIDING INFORMATION ON THE ROLE OF THE COORDINATOR WITHIN THAT FACET OF THE PROGRAM, FUNDING AND RESOURCES, REFERENCE MATERIALS, AND PROGRAM EXAMPLES. LISTINGS OF VARIOUS CONTACTS HELPFUL TO YOUTH COORDINATORS ARE APPENDED, INCLUDING (1) VOLUNTARY ORGANIZATIONS, (2) LOCAL CONTACTS AND LABOR UNIONS, (3) REGIONAL CONTACTS IN THE DEPARTMENT OF HEALTH, EDUCATION AND WELFARE, (4) RECREATION AND PARKS CONSULTANTS, (5) BUREAU OF OUTDOOR RECREATION STATE LIAISON OFFICERS, (6) NATIONAL FOREST CAMPS, (7) 4-H YOUTH CAMPS, (8) STATE DISTRIBUTING AGENCIES OF THE CONSUMER FOOD PROGRAM, AND (9) STATE COUNCILS ON THE ARTS. (AW)
ERIC: ED038496 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (PR36.8 Y8/Y8/969, $1.50)

2975 MANUFACTURERS SERVICE REPRESENTATIVE (MACH. MFG.: MACH. TOOL & ACCESS.) 638.281: MILLWRIGHT (ANY IND.) 638.281--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 18P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOLS, MANUFACTURING INDUSTRY, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SERVICE OCCUPATIONS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, MANUFACTURERS SERVICE REPRESENTATIVE, MILLWRIGHT
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
EPIC: ED062440

2975 MANUFACTURES ASSISTANCE IN THE PROVISION OF TRAINING FOR EMPLOYEES OF CUSTOMER-FIRMS THEORY AND A CASE STUDY. 15 JUN 73
TABBUSH, VICTOR CLEMENT
CALIFORNIA UNIV., LOS ANGELES. DEPT. OF ECONOMICS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 148P.; PH.D. DISSERTATION, UNIVERSITY OF CALIFORNIA, LOS ANGELES
AUTO MECHANICS (OCCUPATION), DOCTORAL THESES, ECONOMIC RESEARCH, INDUSTRIAL EDUCATION, INDUSTRIAL TRAINING, JOB TRAINING, MANAGEMENT, MANUFACTURING INDUSTRY, MERCHANDISE INFORMATION, PRODUCTION TECHNIQUES, PRODUCTIVITY, WORK ATTITUDES
THE STUDY INVESTIGATES A PHENOMENON PREVIOUSLY IGNORED IN ECONOMIC LITERATURE THE PROVISION OF TRAINING BY MANUFACTURERS TO THE EMPLOYEES OF CLIENT-FIRMS. THE HYPOTHESIS EMPLOYED TO EXPLAIN THIS FORM OF INVESTMENT IS THAT TRAINING MAY RAISE NOT ONLY A WORKERS PRODUCTIVITY, BUT ALSO THE VALUE PLACED ON THE RESOURCES FOR WHICH THE TRAINING IS DEVELOPED. THE HYPOTHESIS IS TESTED BY INVESTIGATING THE MECHANIC-TRAINING BEHAVIOR OF MANUFACTURERS IN THE AUTOMOBILE INDUSTRY. THE EVIDENCE IS LARGELY CONSISTENT WITH THE HYPOTHESIS. (AUTHOR)
ERIC: ED082022 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-221 887, MF $1.45, PC $9.50)

2977 MANUFACTURING CRIMPS THE RISE 1976
BUSINESS WEEK, NO.2417, FEB 2, 1976, P. 70.
BUYING BEHAVIOR, EARNINGS, ECONOMIC TRENDS, ECONOMICS, FINANCE, INCOME, MANUFACTURING, PRICE INDEX, STEEL INDUSTRY, UNEMPLOYMENT, WAGES
IN OCTOBER PERSONAL INCOME ROSE $1.3 BILLION, 1.2% ABOVE SEPTEMBER, WITH THE RISE IN ALL MAJOR SECTORS EXCEPT MANUFACTURING. FARM INCOME WAS UP, BUT EMPLOYMENT DROPPED IN MICHIGAN IN AUTO JOBS, AND IN PENNSYLVANIA IN THE STEEL INDUSTRY, WITH CONSUMERS HEDGING AGAINST PRICE HOOSTS.
MGMT: BWE7680270

2978 THE MANUFACTURING MAP OF THE SOUTH 1976
HARTSHORN, T.A.; ORAGO, F.
ATLANTA ECONOMIC REVIEW, VOL.26, NO.5, SEPT-OCT 1976, P. 47-51. BIBLIOG. 5
ECONOMIC TRENDS, ECONOMICS, EMPLOYMENT, INDUSTRIAL DEVELOPMENT, MANUFACTURING, RECESSION, REGIONAL PLANNING, TECHNOLOGY
MANUFACTURING IN THE SOUTH DISPLACED AGRICULTURE AS THE LEADING SECTOR IN 1958, AND IN THE 20-YEAR INTERIM THE REGION HAS SIGNIFICANTLY INCREASED ITS SHARE OF INDUSTRY. DIVERSIFICATION HAS BEEN SLOW BUT CONTINUOUS. THE EFFECT OF RECESSION ON THE SOUTHERN ECONOMY IS EXAMINED.
MGMT: ATR76I004

2979 MANUFACTURING PROCESS FUNCTIONS--I. AN ALTERNATIVE MODEL AND ITS COMPARISON WITH EXISTING FUNCTIONS (AND)II. SELECTION OF TRAINEES AND CONTROL OF THEIR PROGRESS. 66
GLOVER, J.H.
INSTITUTION OF PRODUCTION ENGINEERS, LONDON (ENGLAND).
EVALUATION METHODS, INDUSTRIAL TRAINING, JOB SKILLS, LEARNING PLATEAUS, LEARNING PROCESSES, MODELS, MOTIVATION, ON THE JOB TRAINING, PERFORMANCE FACTORS, PERSONNEL SELECTION, PREDICTION, RESEARCH, SEMISKILLED OCCUPATIONS, SKILL DEVELOPMENT, STATISTICAL DATA, SUPERVISION, TIME FACTORS (LEARNING)
THE CHIEF OBJECTIVE OF THIS STUDY OF SPEED-SKILL ACQUISITION WAS TO FIND A MATHEMATICAL MODEL CAPABLE OF SIMPLE GRAPHIC INTERPRETATION FOR INDUSTRIAL TRAINING AND PRODUCTION SCHEDULING AT THE SHOP FLOOR LEVEL. STUDIES OF MIDDLE SKILL DEVELOPMENT IN MACHINE AND VEHICLE ASSEMBLY, AIRCRAFT PRODUCTION, SPOOLMAKING AND THE MACHINING OF PARTS CONFIRMED THE APPLICABILITY OF THE MODEL, NOT ONLY TO INDIVIDUAL LEARNING, BUT ALSO TO ALL KINDS OF LEARNING IN INDUSTRY. MOREOVER, THE CULOG (CUMULATIVE OUTPUT VERSUS TIME WITH LOGARITHMIC COORDINATES) METHOD OF PLOTTING LEARNING CURVES PRODUCES A STRAIGHT LINE, WHICH IS EASY TO CONSTRUCT, READILY UNDERSTOOD BY OPERATORS AND OTHER SHOP FLOOR STAFF, AND USEFUL IN MONITORING AND PREDICTING EMPLOYEE PERFORMANCE. CULOG PLOTTING CAN BE USED TO DETECT AND CORRECT LEARNING PLATEAUS (SHOWN AS REDUCED SLOPE), SETTING GOALS FOR INDIVIDUAL TRAINING, MOTIVATING WORKERS TO PERFORM BETTER, AND AID IN TRAINEE SELECTION AND EVALUATION. (THE DOCUMENT INCLUDES CASE STUDIES PERFORMED OR CITED BY THE AUTHOR, NUMEROUS EQUATIONS, 20 FIGURES AND TABLES, 24 REFERENCES, AND SUMMARIES IN ENGLISH, FRENCH, AND GERMAN.) THIS INTERNATIONAL JOURNAL OF PRODUCTION RESEARCH IS PUBLISHED BY THE INSTITUTION OF PRODUCTION ENGINEERS, 10 CHESTERFIELD STREET, LONDON, W.1, ENGLAND. (AUTHOR/LY)
ERIC: ED012851

2980 MANY PATHS LEAD UP APR 75
CASEY, FLORENCE
MANPOWER;7;4;2-7
MANPOWER DEVELOPMENT, PROMOTION (OCCUPATIONAL), CAREER LADDERS, OCCUPATIONAL MOBILITY, MANPOWER NEEDS, JOB SKILLS, INDUSTRIAL STRUCTURE, OCCUPATIONAL INFORMATION
THE ARTICLE DISCUSSES THE VARIOUS APPROACHES USED BY SMALL AND LARGE FIRMS TO UPGRADE WORKERS, HOW MAJOR CHANGES IN INDUSTRY AFFECT UPGRADING, AND THE EFFECTS OF ECONOMY ON JOB UPGRADING. (BP)
ERIC: EJ115516

2981 MAP MUTUAL AGREEMENT PROGRAM PROGRAM OUTCOMES IN THE INITIAL DEMONSTRATION STATES AN

EVALUATIVE SUMMARY OF RESEARCH. RESOURCE DOCUMENT NUMBER 7. 75
ROSENFELD, ANNE H.
AMERICAN CORRECTIONAL ASSOCIATION, COLLEGE PARK, MD. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 87P.
CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, DEMONSTRATION PROJECTS, PAROLE OFFICERS, PERFORMANCE CONTRACTS, PRISONERS, PROGRAM DESCRIPTIONS, REHABILITATION PROGRAMS, SUMMATIVE EVALUATION
MUTUAL AGREEMENT PROGRAMMING (MAP) IS AN INNOVATIVE TECHNIQUE, DEVELOPED UNDER DEPARTMENT OF LABOR SPONSORSHIP, DESIGNED TO INCREASE THE EFFICACY AND HUMANITY OF PRISONER REHABILITATIVE PROGRAMS AND THE PAROLE REVIEW PROCESS. IT WAS TRIED ON AN EXPERIMENTAL DEMONSTRATION BASIS IN INSTITUTIONS IN WISCONSIN, CALIFORNIA, AND ARIZONA DURING 1972-73. THE READER SHOULD RECOGNIZE THAT THIS REPORT IS A SUMMARY OF A SINGLE RESEARCH STUDY OF MAP AS INITIALLY IMPLEMENTED AT THE THREE SITES, AND THAT IT ADDRESSES ONLY SOME OF THE OBJECTIVES OF MAP THAT HAVE BEEN MENTIONED IN EARLIER RESOURCE DOCUMENTS. THE ATTEMPT IN THE LAST CHAPTER TO SET FORTH SOME OF THE UNRESOLVED ISSUES RELATIVE TO THE VARIOUS OBJECTIVES OF THE MAP, HOPEFULLY, WILL CLARIFY THE NATURE OF SOME QUESTIONS THAT NEED TO BE ADDRESSED, BOTH BY DECISION-MAKERS AND RESEARCHERS. (AUTHOR)
ERIC: ED120644

2982 MAP MARKERS RESEARCH AND EVALUATION OF THE MUTUAL AGREEMENT PROGRAM. RESOURCE DOCUMENT NO. 5. OCT 74
ROBISON, JAMES O.
AMERICAN CORRECTIONAL ASSOCIATION, COLLEGE PARK, MD. PAROLE-CORRECTIONS PROJECT. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.ES
NOTES: 352P.
CONTRACTS, CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, EMPLOYMENT PATTERNS, MODELS, PREDICTOR VARIABLES, PRISONERS, PROGRAM DEVELOPMENT, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, RECIDIVISM, STATISTICAL ANALYSIS, VOCATIONAL ADJUSTMENT, ARIZONA, CALIFORNIA, MAP, MUTUAL AGREEMENT PROGRAMMING, WISCONSIN
THIS REPORT IS AN EVALUATION, USING RANDOMIZED EXPERIMENTAL/CONTROL DESIGN, OF A PROGRAM INVOLVING NEG IATED CONTRACTUAL AGREEMENTS (MAP) BETWEEN PRISONERS AND PAROLE BOARDS FOR SPECIFIC PAROLE DATES CONTINGENT ON PERFORMANCE IN WORK, TRAINING AND TREATMENT ACTIVITIES. CONTRACTS WERE GENERALLY FOR LESS THAN SIX MONTHS. BOTH FEASIBILITY AND EFFECTIVENESS OF THE MODEL WERE ANALYZED. REASONABLY HIGH LEVELS OF ACCEPTANCE WERE FOUND AMONG BOTH PRISONERS AND CORRECTIONAL OFFICIALS IN WISCONSIN AND ARIZONA; BUT IN CALIFORNIA, WHERE THE MODEL INVOLVED DIRECT RELEASE TO A COMMUNITY CORRECTIONAL CENTER, ADMINISTRATIVE OBSTACLES HINDERED FULL IMPLEMENTATION. CONTRACT CANCELLATIONS WERE ALMOST ALWAYS THE RESULT OF DISCIPLINARY INFRACTIONS RATHER THAN FAILURE TO SATISFY WORK OR TRAINING REQUIREMENTS; PRISONER-INITIATED WITHDRAWALS WERE RARE. AT RELEASE, PRISONERS JUDGED THAT MAP HAD PROVIDED THEM GREATEST SERVICE THROUGH MORE CERTAINTY OF RELEASE, FACILITATING PLANNING OUTSIDE PRISON, AND THE OPPORTUNITY FOR EARLIER RELEASE, BUT THAT MAP HAD MADE LESS SUBSTANTIAL DIFFERENCES IN IMPROVING STAFF INTEREST, ACCESS TO PRISON PROGRAMS, OR OPERATION OF THOSE PROGRAMS. (AUTHOR/RC)
ERIC: ED117144

2983 MARINE EDUCATION GUIDELINES FOR CURRICULUM DEVELOPMENT. FINAL REPORT. JUN 75
OLYMPUS RESEARCH CORP., BOSTON, MASS. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. OEC-0-74-9247
NOTES: 151P.; FOR A RELATED DOCUMENT, SEE SE 020 354. OCCASIONAL SMALL TYPE USED IN EXAMPLES
CAREER EDUCATION, CURRICULUM DEVELOPMENT, MANPOWER NEEDS, MARINE TECHNICIANS, OCCUPATIONAL SURVEYS, OCEANOLOGY, RESOURCE MATERIALS, SCIENCE EDUCATION, VOCATIONAL EDUCATION, MARINE EDUCATION
THIS REPORT DESCRIBES THE STATUS OF MARINE CAREER EDUCATION IN THE UNITED STATES AS OF JULY 1975. THE OBJECTIVES OF THIS WORK ARE (1) TO ASSESS THE CURRENT AND FUTURE MANPOWER NEEDS, (2) TO DETERMINE THE EXTENT OF CURRICULUM OFFERINGS, (3) TO REPORT THE AVAILABILITY OF RELEVANT MATERIALS, (4) TO DESCRIBE THE NEED FOR NEW PROGRAM OFFERINGS, (5) TO DETERMINE MATERIALS THAT NEED TO BE DEVELOPED, (6) TO IDENTIFY THE MOST SIGNIFICANT ISSUES, (7) TO CLUSTER THE KEY OCCUPATIONS AND PLACES OF EMPLOYMENT, AND (8) TO PREPARE GUIDELINES FOR FUTURE CURRICULUM DEVELOPMENT IN THE AREA OF MARINE EDUCATION. IN A CONCLUDING SECTION, THE RESEARCH TEAM SUMMARIZES FINDINGS AND RECOMMENDS COURSES OF ACTION. THE GROUP CITES AS AREAS OF GREATEST URGENCY THE NEED TO (1) ESTABLISH INTERAGENCY COORDINATION FOR THE DEVELOPMENT OF MARINE CAREER EDUCATION, AND (2) SPONSOR A COMPREHENSIVE MARINE OCCUPATIONAL ANALYSIS. (AUTHOR/CP)
ERIC: ED119981

2984 MARITAL AND FAMILY CHARACTERISTICS OF THE LABOR FORCE IN MARCH 1973. SPECIAL LABOR FORCE REPORT NO. 164. 74
HAYGHE, HOWARD
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 43P.
EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, HEADS OF HOUSEHOLDS, LABOR FORCE, MARITAL STATUS, TABLES (DATA), WORKING WOMEN
THIS SPECIAL LABOR FORCE REPORT OF MARCH 1973, SHOWS A CONTINUED DECLINE IN LABOR FORCE PARTICIPATION RATES OF MARRIED MEN AND AN INCREASE IN RATES OF MARRIED WOMEN WITH YOUNG CHILDREN. IT ALSO EXPLORES THE TRENDS OF HUSBANDS AND WIVES LABOR FORCE PARTICIPATION, AS WELL AS LABOR FORCE ACTIVITY OF OTHER GROUPS, SUCH AS WOMEN HEADS OF FAMILIES AND

(CONT.)
2984 SINGLE PERSONS. DATA BY RACE AS WELL AS BY FAMILY INCOME ARE PRESENTED. MOST OF THIS INFORMATION IS BASED ON THE ANNUAL NATIONWIDE SURVEY OF THE MARITAL AND FAMILY CHARACTERISTICS OF WORKERS. (APPENDED TO THE REPORT ARE AN EXPLANATORY NOTE, AND NUMEROUS STATISTICAL TABLES AND CHARTS.) (AUTHOR/BP)
ERIC: ED099545

2985 MARITAL AND FAMILY CHARACTERISTICS OF THE LABOR FORCE. MAR 71
WALDMAN, ELIZABETH;GOVER, KATHRYN R.
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 33P.REPRINT FROM MONTHLY LABOR REVIEW, APRIL 1972, WITH CORRECTIONS AND SUPPLEMENTARY TABLES.
REPORTS, LABOR MARKET, LABOR FORCE, WORKING PARENTS, WORKING WOMEN, MINORITY GROUPS, UNEMPLOYMENT, LABORERS, LABOR FORCE PARTICIPATION
ANALYZED IN THIS SPECIAL REPORT IS THE DEGREE OF LABOR FORCE PARTICIPATION RELATIVE TO MINORITY RACES, MARRIED WOMEN WITH CHILDREN, FEMALE HEADS OF FAMILIES, SINGLE PEOPLE, AND OTHERS CHARGED WITH THE RESPONSIBILITY OF CARING FOR FAMILIES. THE DATA PRESENTED ARE BASED ON ANNUAL NATIONWIDE SURVEYS DESIGNED TO STUDY THE MARITAL AND FAMILY CHARACTERISTICS OF WORKERS. INCLUDED AS EXPLANATORY DEVICES ARE (1) AN APPENDIX LISTING SUPPLEMENTARY MATERIALS PROVIDED IN THE PUBLICATION, (2) DESCRIPTIONS OF THE SAMPLE POPULATION AND CONCEPTS UPON WHICH THE INFORMATION IS PREDICATED, AND (3) STATISTICAL TABLES USED IN THE ANALYTICAL PROCESS. (SN)
AIM/ARM: VT016670

2986 MARITAL AND FAMILY CHARACTERISTICS OF WORKERS 1975
HAYGHE, H.
U.S. MONTHLY LABOR REVIEW, VOL.98, NO.1, JAN 1975, P. 60-64.
ECONOMICS, LABOR FORCE, LABOR MARKET, POPULATION, SOCIAL CHANGE, STATISTICS
SUMMARY OF CHANGES IN MARITAL, AGE, AND SEX COMPOSITION OF THE LABOR FORCE.
MGMT: UML7540060

2987 MARITAL AND FAMILY CHARACTERISTICS OF WORKERS, MARCH 1966. SPECIAL LABOR FORCE REPORT NUMBER 80. APR67
WALDMAN, ELIZABETH
BUREAU OF LABOR STATISTICS (DEPT. OF LABOR), WASHINGTON, D.C.
NOTES: 35P.
AGE, CHILD CARE, EMPLOYMENT STATISTICS, FAMILY CHARACTERISTICS, FAMILY INCOME, INCOME, LABOR FORCE, MARITAL STATUS, OCCUPATIONS, RACIAL CHARACTERISTICS, SEX (CHARACTERISTICS), WORK EXPERIENCE, WORKING WOMEN
THE THRIVING ECONOMYS DEMAND FOR WORKERS RESULTED IN DECREASED UNEMPLOYMENT RATES IN 1966 FOR WHITE AND NEGRO WOMEN AND WHITE MEN. THE INCREASED NUMBER OF WOMEN WORKERS RESULTED NOT ONLY FROM THE EXPANDING JOB MARKET BUT ALSO FROM FEDERAL LEGISLATION OUTLAWING SEX DISCRIMINATION IN EMPLOYMENT. IN THIS DECADE, THE MOST SIGNIFICANT INCREASE IN WOMEN WORKERS, 25 PERCENT, HAS BEEN IN MARRIED WOMEN UNDER 35 YEARS OF AGE. THE DECLINING BIRTH RATE AMONG WIVES 21-24 YEARS OLD AND THE CHANGING ATTITUDES OF EMPLOYERS, SOCIETY, AND FAMILIES HAVE MADE YOUNG MOTHERS WORKING MORE ACCEPTABLE. NEGRO WOMEN, WITH AND WITHOUT CHILDREN, CONTINUED TO HAVE HIGHER WORKER RATES AND LOWER INCOMES THAN WHITES, EVEN WHEN THEY WERE FAMILY HEADS. OVER HALF WERE SERVICE WORKERS WHILE ONLY 16 PERCENT OF WHITES HELD SUCH JOBS. THE COMPARATIVELY LOW INCOME LEVELS AMONG NEGRO FAMILIES REFLECT THE CONCENTRATION OF FAMILY HEADS AMONG THE LESS SKILLED OCCUPATIONS, MANY IN WHICH INTERMITTENT EMPLOYMENT IS NOT UNUSUAL. LABOR FORCE PARTICIPATION AND STATUS FOR VARIOUS COMBINATIONS OF WORKER VARIABLES ARE PRESENTED IN TABULAR FORMS FROM DATA GATHERED IN A MONTHLY SURVEY BY BUREAU OF CENSUS FOR THE BUREAU OF LABOR STATISTICS. THIS ARTICLE IS A REPRINT FROM THE MONTHLY LABOR REVIEW, APRIL 1967 AND IS AVAILABLE FROM BUREAU OF LABOR STATISTICS, U.S. DEPARTMENT OF LABOR, 14TH STREET AND CONSTITUTION AVENUE, N.W., WASHINGTON, D.C. 20210. (FP)
ERIC: ED015291

2988 MARITAL AND FAMILY CHARACTERISTICS OF WORKERS, MARCH 1970 JAN 71
WALDMAN, ELIZABETH;YOUNG, ANNE M.
MONTHLY LABOR REVIEW;94:1:46-50
EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, FAMILY CHARACTERISTICS, LABOR FORCE, NEGRO EMPLOYMENT, UNEMPLOYMENT, WORKING WOMEN, LABOR FORCE PARTICIPATION
SHOWS THAT MARRIED WOMEN AGAIN LED ANNUAL RISE IN WORK FORCE, WITH SINGLE MEN RANKING SECOND. (EDITOR)
ERIC: EJ044095

2989 MARITAL AND FAMILY CHARACTERISTICS OF WORKERS, MARCH 1973. AUG 73
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 6P.
EMPLOYMENT, EMPLOYMENT STATISTICS, FEMALES, HOUSEWIVES, LABOR FORCE, LABOR SUPPLY, MALES, MANPOWER UTILIZATION, MARITAL STATUS, MOTHERS, WORKING WOMEN
THIS BRIEF REPORT PRESENTS AND DISCUSSES STATISTICS ON THE MARITAL AND FAMILY CHARACTERISTICS OF WORKERS IN 1973 E.G., NEARLY 40 MILLION MARRIED MEN AND 20 MILLION MARRIED WOMEN WERE AMONG THE 88 MILLION PERSON LABOR FORCE, AND OF THE 1.7 MILLION INCREASE IN THE LABOR FORCE, THREE-QUARTERS CONSISTED OF MARRIED WOMEN (34 PERCENT), SINGLE MEN (24 PERCENT), AND SINGLE WOMEN (15 PERCENT) . FAMILY STATISTICS ARE REVIEWED, AND TABLES SHOW EMPLOYMENT STATUS OF PERSONS 16 YEARS OLD AND OVER BY MARITAL STATUS, SEX, AND RACE: LABOR FORCE PARTICIPATION RATES OF MARRIED WOMEN (HUSBAND PRESENT) BY

(CONT.)
2989 PRESENCE AND AGE OF CHILDREN: AND EMPLOYMENT STATUS OF FAMILY HEAD AND OTHER FAMILY MEMBERS BY RACE. (NM)
ERIC: ED096517

2990 MARITAL AND FAMILY CHARACTERISTICS OF WORKERS, MARCH 1974. MAR 74
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 5P.
EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, HEADS OF HOUSEHOLDS, LABOR FORCE, MARITAL STATUS, TABLES (DATA), WORKING WOMEN
THE SPECIAL LABOR FORCE REPORT SHOWS A SUBSTANTIAL RISE IN THE LABOR FORCE PARTICIPATION RATES OF MARRIED WOMEN AND SINGLE AND DIVORCED PERSONS. ALSO EXPLORED IS THE DOWNWARD TREND OF MARRIED MEN (55 YEARS OLD OR OVER) AS MEMBERS OF THE LABOR FORCE. THIS DECLINE WAS DUE MAINLY TO EARLY RETIREMENTS AND TO SOME EXTENT TO A RISING INCIDENCE OF REPORTED DISABILITY. THE REPORT NOTES A RISE IN THE LABOR FORCE PARTICIPATION OF MULTIPLE WORKER FAMILIES BUT NOT OF WOMEN HEADS OF HOUSEHOLDS. THESE FINDINGS WERE COMPILED FROM THE ANNUAL NATIONWIDE SURVEY OF MARITAL AND FAMILY CHARACTERISTICS OF WORKERS IN THE POPULATION 16 YEARS OLD AND OVER. APPENDED TO THE REPORT ARE STATISTICAL TABLES AND CHARTS. (9P)
ERIC: ED101090

2991 MARITAL STATUS CHANGE AND LABOR FORCE READJUSTMENTS AN ANALYSIS OF FEMALE HEADS OF FAMILIES FEB 77
ROSENMAN, LINDA S.
GEORGE WARREN BROWN SCHOOL OF SOCIAL WORK, ST. LOUIS, MO.*MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-29-76-21
NOTES: FINAL REPT. 157P
FEMALES, EMPLOYMENT, FAMILY RELATIONS, WORKING WOMEN, HEADS OF HOUSEHOLDS, NTISLABPEU
A SAMPLE OF 275 FEMALE HEADS OF FAMILIES WAS DRAWN FROM THE NATIONAL LONGITUDINAL SURVEYS OF MATURE WOMEN. FUNCTIONS FOR THE VALUES OF HOME, MARKET, AND LEISURE TIME WERE ESTIMATED AND DOLLAR VALUES FOR EACH OF THE THREE USES OF TIME WERE CALCULATED FOR EACH WOMAN IN THE SAMPLE. THESE THREE VALUES WERE USED AS A BASIS FOR AN INVESTIGATION OF THE FACTORS AFFECTING LABOR SUPPLY OF WOMEN BEFORE AND AFTER THEIR MARRIAGE ENDED, AND CHANGES IN LABOR SUPPLY AND LABOR FORCE PARTICIPATION OVER THE TIME PERIOD IN WHICH MARITAL STATUS CHANGED FROM MARRIED SPOUSE PRESENT TO UNMARRIED. THE RESULTS SUGGEST THAT THE LABOR FORCE BEHAVIOR OF THESE WOMEN IS STRONGLY INFLUENCED BY CHANGES IN THE RELATIVE VALUES OF HOME, MARKET, AND LEISURE TIME, AS WELL AS BY THE TYPICALLY SHARP DROP IN FAMILY INCOME THAT OCCURS WITH LOSS OF A HUSBAND. A MODEL PREDICTING THE PROBABILITY THAT A WOMAN WILL INVEST IN TRAINING WHEN HER MARRIAGE ENDS IS ALSO ESTIMATED.
NTIS: PB-273 757/4ST NTIS PRICES PC A08/MF A01

2992 MARKET DIFFERENTIALS AND LABOR FORCE BEHAVIOR 19 AUG 75
MELLOW, WESLEY S.
WASHINGTON UNIV., ST. LOUIS, MO. DEPT. OF ECONOMICS. MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-91-29-74-46
NOTES: DOCTORAL THESIS 125P
MANPOWER UTILIZATION, ECONOMIC SURVEYS, INDUSTRIAL RELATIONS, LABOR MARKET, DIFFERENTIALS, JOB SEARCH BEHAVIOR, JOB QUITTING, NTISLABPEU
THIS STUDY EXPLOITS THE CONCEPT OF THE MARKET DIFFERENTIAL IN AN INVESTIGATION OF LABOR MARKET DYNAMICS. THE MARKET DIFFERENTIAL IS THE DEVIATION OF THE WORKERS ACTUAL WAGE FROM HIS HUMAN CAPITAL OR POTENTIAL WAGE. USING THE NATIONAL LONGITUDINAL SURVEY FOR MATURE MEN AS A DATA BASE, THE MARKET DIFFERENTIAL CONCEPT IS OPERATIONALIZED AND REGRESSION MODELS OF ITS IMPACT ON QUITS, SEARCH UNEMPLOYMENT AND WAGE CHANGE ARE ESTIMATED. IN EACH INSTANCE RESULTS ARE CONSISTENT WITH PREDICTIONS OF THE COMPETITIVE THEORY. THE MARKET DIFFERENTIAL HAS A DIRECT IMPACT ON SEARCH UNEMPLOYMENT. MARKET WAGE OFFERS ARE CONSISTENT WITH THE POTENTIAL WAGE WHILE INITIAL WAGE DEMANDS ARE DETERMINED BY THE PRIOR WAGE. FINALLY, THE CHANGE IN THE WORKERS REAL WAGE RATE IS INVERSELY RELATED TO HIS MARKET DIFFERENTIAL. DYNAMIC LIQUIDATION OF EXISTING MARKET DIFFERENTIALS IS DISCUSSED.
NTIS: PB-263 592/9ST NTIS PRICES PC A06/MF A01

2993 MARKET EFFECTS OF A WAGE SUBSIDY JUL 74
BARTH, MICHAEL C.
INDUSTRIAL AND LABOR RELATIONS REVIEW:27:4:572-85
LABOR ECONOMICS, COST EFFECTIVENESS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, ECONOMIC RESEARCH, GOVERNMENT ROLE, WAGES, POVERTY PROGRAMS, WAGE SUBSIDIES, MARKET WAGE RATES
ERIC: EJ100647

2994 MARKET STRUCTURE, NONPECUNIARY FACTORS, AND PROFESSIONAL SALARIES REGISTERED NURSES 1976
LINK, C.R.: LANCON, J.H.
JOURNAL OF ECONOMICS AND BUSINESS, VOL.28, NO.2, WINTER 1976, P. 151-155. BIBLIOG. 12
COMPETITION, COST OF LIVING, ECONOMICS, FINANCE, HEALTH CARE INDUSTRY, LABOR MARKET, OPTIMIZATION, PRICE INDEX, SALARY, WAGES
NURSING LABOR MARKET IS CHARACTERISED BY LARGE DIFFERENCES IN THE NUMBER AND RELATIVE SIZES OF HOSPITAL IN DIFFERENT COMMUNITIES, MONOSPONY AND OLIGOSPONY ARE TWO BASIC

(CONT.)

2994 STRUCTURE OF NURSING LABOR MARKET. A MODEL IS OFFERED TO INCORPORATE STRUCTURAL CHARACTERISTICS, COMPETITION IN HOSPITAL LABOR MARKET, MANUFACTURING WAGE RATES, TYPE OF HOSPITAL , COST OF LIVING, REGION OF COUNTRY, ETC. IN DETERMINATION OF NURSES SALARIES.
MGMT: JE876H0151

2995 A MARKETING BLITZ TO SELL EQUAL RIGHTS 1976
BUSINESS WEEK, NO.2429, APR 12, 1976, P. 146.
ADVERTISING, COMMUNICATION INDUSTRY, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, INSURANCE, LEGISLATION, MANAGEMENT FUNCTIONS, MARKETING, MARKETING STRATEGY, PUBLISHING INDUSTRY, SOCIAL SECURITY, TASK FORCE, TAX, WOMEN IN BUSINESS
EQUAL RIGHTS AMENDMENT IS BACKED BY A GROUP OF CALIFORNIA WOMEN WHO FEEL IT NEEDS TO BE MARKETED AND ARE CONDUCTING AN ADVERTISING CAMPAIGN ON RADIO AND IN THE PRESS.
MGMT: BWE7601906

2996 MARRIED FEMALE LABOUR FORCE PARTICIPATION A MICRO STUDY. SPECIAL LABOUR FORCE STUDIES SERIES B, NO. 4. DEC 70
SPENCER, BYRON G.;FEATHERSTONE, DENNIS C.
DOMINION BUREAU OF STATISTICS, OTTAWA (ONTARIO). SPECIAL MANPOWER STUDIES AND CONSULTATION DIV.
NOTES: 100P.
CROSS SECTIONAL STUDIES, DEMOGRAPHY, ECONOMIC FACTORS, EMPLOYMENT PATTERNS, FAMILY INFLUENCE, FOREIGN COUNTRIES, LABOR FORCE, OCCUPATIONAL SURVEYS, STATISTICAL ANALYSIS, WORKING WOMEN, CANADA
THIS STUDY INVESTIGATES THE ROLE OF SEVERAL IMPORTANT FACTORS IN TERMS OF THEIR INFLUENCE ON THE SUPPLY OF MARRIED WOMEN IN CANADAS LABOR FORCE. THE FACTORS INCLUDE INCOME, CHILD STATUS, REGION OF RESIDENCE, FAMILY, HOLDINGS OF ASSETS AND DEBTS, LABOR FORCE STATUS OF THE HUSBAND, PRESENCE OF OTHER ADULTS IN THE FAMILY, AND RESIDENCE IN A METROPOLITAN AREA. THE DATA WERE OBTAINED FROM A SURVEY TAKEN IN APRIL AND MAY OF 1964, AND INCLUDED 6,401 RETURNS FROM NON-FARM FAMILIES AND UNATTACHED INDIVIDUALS. SOME FINDINGS WERE (1) MARRIED WOMEN ARE LESS LIKELY TO BE IN THE LABOR FORCE AS THEIR LEVEL OF FAMILY INCOME GOES UP, (2) THE PRESENCE OF A PRE-SCHOOL CHILD IS A VERY STRONG DETERRENT TO THE MOTHERS LABOR FORCE PARTICIPATION, (3) FOR THE YOUNGEST GROUP OF MARRIED WOMEN THE REGION OF RESIDENCE IS NOT A SIGNIFICANT INFLUENCE, BUT FOR OLDER WOMEN IT BECOMES INCREASINGLY SIGNIFICANT, AND (4) A WIFE IS MUCH MORE LIKELY TO BE IN THE LABOR FORCE IF THE HUSBAND IS UNEMPLOYED THAN IF HE IS EMPLOYED. (GEB)
ERIC: ED053300 INFORMATION CANADA, VANGUARD BUILDING, OCONNER AND STATE STREETS, OTTAWA 4, ONTARIO, CANADA ($.75)

2997 MARY JOAN GLYNN VS. JAMES J. SHAPIRO 1975
BUSINESS WEEK, NO.2408, NOV 24, 1975, P. 64.
CAREER DEVELOPMENT, DISCRIMINATION, FINANCIAL MANAGEMENT, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, WOMEN IN BUSINESS
A CHANGE IN JOBS FOR MARY JOAN GLYNN FROM VICE-PRESIDENT OF BLOOMINGDALES TO PRESIDENT OF SIMPLICITY PATTERN CO. BROUGHT HER UNDER THE CHAIRMANSHIP OF JAMES SHAPIRO WHO GAVE HER AUTHORITY OVER MERCHANDISING, PRODUCT DEVELOPMENT, ADVERTISING, SALES PROMOTION AND PR WHILE HE SUPERVISED FINANCE. SHE QUIT IN SIX MONTHS FOR A REVLON JOB CLAIMING SHAPIRO WAS RUNNING THE SHOW.
MGMT: BWE75K2464

2998 MASHRU AL-DIRASAT AL-TAKMILIYAH LIL-MUNTAHIN MIN AL-MARHALAH AL-IBTIDAIYAH (A PROJECT OF FURTHER EDUCATION FOR PRIMARY SCHOOL LEAVERS). SEP 68
MINISTRY OF EDUCATION, CAIRO (UNITED ARAB REPUBLIC).
NOTES: 2P.
ABSTRACTS, AGRICULTURAL EDUCATION, BUSINESS EDUCATION, CONTINUATION EDUCATION, CULTURAL ENRICHMENT, DROPOUT PROGRAMS, EDUCATIONAL OBJECTIVES, EDUCATIONAL PLANNING, EVENING PROGRAMS, EVENING STUDENTS, SKILL DEVELOPMENT, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS, YOUTH EMPLOYMENT, UNITED ARAB REPUBLIC
THIS DOCUMENT IS AN ENGLISH-LANGUAGE ABSTRACT (APPROXIMATELY 1,500 WORDS) OF A PROPOSED PROJECT TO FURTHER THE EDUCATION OF THOSE WHO LEAVE ELEMENTARY SCHOOL. THE DOCUMENT IS DIVIDED INTO THREE PARTS (1) A PROJECT FOR THE FURTHER EDUCATION OF PUPILS WHO HAVE COMPLETED THE ELEMENTARY GRADES; (2) CURRICULA OF WORK EXPERIENCE ACTIVITIES TO BE COVERED BY THESE STUDIES; (3) CURRICULA OF CULTURAL SUBJECTS. THE PROPOSED PROJECT IS PLANNED PRIMARILY FOR THOSE LEAVING ELEMENTARY SCHOOL WHO HAVE HAD AN OPPORTUNITY OF GOING ON WITH THEIR EDUCATION AND ARE IN NEED OF PREPARATION FOR SOME TYPE OF PRODUCTIVE WORK, THROUGH THE DEVELOPMENT OF ADEQUATE SKILLS REQUIRED FOR THE DIFFERENT WORK EXPERIENCE AREAS IN THE COMMUNITY, IT IS AIMED TO HELP STUDENTS EARN THEIR LIVING AND RAISE THEIR STANDARD OF LIFE. THE PROPOSED STUDIES, FURTHERMORE, ARE DESIGNED TO PROVIDE A GENERAL CULTURE NECESSARY FOR ENLIGHTENED CITIZENSHIP. (AUTHOR/GDB)
ERIC: ED060396 AVAILABLE IN CEAS ABSTRACT SERIES NO. 1-4 (ED 060 227)

2999 MASONRY, TRADE AND INDUSTRIAL EDUCATION TRADE PREPARATORY TRAINING GUIDE. 73
NEBRASKA STATE DEPT. OF EDUCATION, LINCOLN. DIV. OF VOCATIONAL EDUCATION.
NOTES: 33P.; FOR RELATED DOCUMENTS SEE CE 007 553-569. APPENDIX A, APPLICATION FOR EMPLOYMENT, MAY NOT REPRODUCE WELL BECAUSE OF SMALL TYPE
BEHAVIORAL OBJECTIVES, BRICKLAYERS, BRICKLAYING, BUILDING TRADES, CURRICULUM, CURRICULUM DESIGN, CURRICULUM GUIDES, JOB SKILLS, OCCUPATIONAL INFORMATION, SECONDARY EDUCATION, STATE CURRICULUM GUIDES, TASK PERFORMANCE, TRADE AND INDUSTRIAL EDUCATION, NEBRASKA
ONE OF A SERIES OF CURRICULUM GUIDES PREPARED FOR THE BUILDING OCCUPATIONS CLUSTER OF

(CONT.)
2999 THE CONSTRUCTION/FABRICATION OCCUPATIONAL GROUP, THIS GUIDE IDENTIFIES THE ESSENTIALS OF THE MASONRY TRADE AS RECOMMENDED BY THE SUCCESSFUL MASON. AN INSTRUCTIONAL PROGRAM BASED UPON THE IMPLEMENTATION OF THE GUIDE IS EXPECTED TO PREPARE A STUDENT TO ADEQUATELY PERFORM ENTRY LEVEL TASKS REQUIRED OF A MASON OR TO ENTER A POST-SECONDARY TECHNICAL OR APPRENTICESHIP PROGRAM IN MASONRY WHERE ADDITIONAL DEPTH CAN BE REALIZED. TRADE TASKS OR INFORMATION ARE LISTED IN CHART FORM UNDER THE HEADINGS OF SAFETY: BLUEPRINT READING AND PLANNING: LABOR AND MATERIAL ESTIMATING: TOOLS AND EQUIPMENT OPERATIONS AND/OR JOBS: AND GENERAL COMPETENCIES. SPACE IS PROVIDED ON THE CHARTS TO RECORD FOR EACH ITEM THE DATE COMPLETED, TEACHING METHODS USED, AND TEACHING MATERIALS USED. ALSO INCLUDED ARE A LIST OF TEACHER RESPONSIBILITIES, SOURCES OF OCCUPATIONAL INFORMATION, RECOMMENDED TESTS AND REFERENCES, AND A CHART DEPICTING THE TOTAL CONSTRUCTION/FABRICATION OCCUPATIONAL CURRICULUM. A TYPICAL APPLICATION FOR EMPLOYMENT AND A SAMPLE TRADE AND INDUSTRIAL EDUCATION INJURY REPORT ARE APPENDED. (HD)
ERIC: ED128567

3000 MASS MEDIA AND ADULT EDUCATION. 71
NIEMI, JOHN A., ED.
NOTES: 124P.
ADULT EDUCATION, ADULT EDUCATION PROGRAMS, ADULT EDUCATORS, ADULT PROGRAMS, AUDIOVISUAL AIDS, COMMUNITY ACTION, COMMUNITY INVOLVEMENT, COST EFFECTIVENESS, FILMS, INSTRUCTIONAL AIDS, INSTRUCTIONAL MEDIA, LISTENING GROUPS, MASS MEDIA, TEACHING METHODS, TELEVISION, UNIVERSITY EXTENSION, BBC, BRITISH BROADCASTING COMPANY, THE OPEN UNIVERSITY OF THE UNITED KINGDOM
SOME IMPORTANT DEVELOPMENTS AFFECTING THE USE OF THE MASS MEDIA IN ADULT EDUCATION ARE DESCRIBED IN THIS COLLECTION OF PAPERS. A PAPER BY DR. GEORGE GORDON ACCUSES EDUCATORS OF LACKING IMAGINATION IN THEIR WHOLE APPROACH TO ADULT EDUCATION, ESPECIALLY IN THEIR USE OF THE MEDIA. DR. ROBERT CARLSONS PAPER DELINEATES THE HISTORY OF EDUCATIONAL TELEVISION IN THE UNITED STATES. DR. JOHN NIEMI DESCRIBES A SPECIAL INSTITUTE AND A GRADUATE COURSE DESIGNED TO HELP THE ADULT EDUCATOR TO USE THE MEDIA EFFECTIVELY. DR. CHARLES MEDEMEYER ARGUES FOR A SYSTEMS APPROACH TO APPLYING MEDIA AND TECHNOLOGY TO INSTRUCTION. LISTENING GROUPS ARE TERMED THE POWER PLANTS OF DEMOCRACY BY DR. JOHN OHLIGER IN HIS PAPER. DR. JACK EVERLYS DISCUSSION OF CONTINUING EDUCATION VIA TELEVISION FORESEES AN INCREASED EMPHASIS ON COST-BENEFIT ANALYSIS AS A SPUR TO ADULT EDUCATORS TO DEVELOP A CLEAR RATIONALE AND PROCEDURE FOR EVALUATING THEIR PROGRAMS. THE DEAN OF EDUCATIONAL STUDIES AT THE OPEN UNIVERSITY OF THE UNITED KINGDOM, WALTER JAMES, DISCUSSES THE GENESIS OF THE UNIVERSITY AND DESCRIBES THE UNIQUE PARTNERSHIP THAT HAS GROWN UP BETWEEN THE UNIVERSITY AND THE BRITISH BROADCASTING COMPANY (BBC). THE FINAL ARTICLE, BY DOROTHY TODD HENAUT OF THE NATIONAL FILM BOARD OF CANADA, DESCRIBES THE DRAMATIC CHANGES WROUGHT IN SEVERAL COMMUNITIES FOLLOWING VISITS FROM FILM BOARD PERSONNEL. (AUTHOR/JY)
ERIC: ED055445 EDUCATIONAL TECHNOLOGY PUBLICATIONS, 140 SYLVAN AVENUE, ENGLEWOOD CLIFFS, NEW JERSEY 07632 ($3.95)

3001 MASS PRODUCTION WORK 1976
WILD, R.
JOURNAL OF GENERAL MANAGEMENT, VOL.3, NO.3, SPRING 1976, P. 30-40.
ASSEMBLY LINE, JOB ENRICHMENT, JOB SATISFACTION, MANAGEMENT, MASS PRODUCTION, PRODUCTION, PRODUCTIVITY, WORKING CONDITIONS
AN OVERVIEW OF EXPERIENCE AND CASE EXAMPLES TO DATE OF JOB ENRICHMENT IN MASS PRODUCTION ENVIRONMENT. THE OBJECTIVE IS TO PROVIDE GUIDELINES FOR MANAGERS.
MGMT: JGM76N0030

3002 MATCH SUPPLY AND DEMAND IN SERVICE INDUSTRIES 1976
SASSER, W.E.
HARVARD BUSINESS REVIEW, VOL.54, NO.6, NOV-DEC 1976, P. 133-140.
CAPACITY UTILIZATION, COMPETITION, CONSUMER SATISFACTION, EFFICIENCY, EMPLOYMENT POLICY, MANAGEMENT, MANUFACTURING, PRICING SYSTEM, PRODUCTION, PRODUCTION CONTROL, PRODUCTION MANAGEMENT, PRODUCTION POLICY, SALES FORECAST, SERVICE INDUSTRY, SUPPLY AND DEMAND
SERVICE INDUSTRY MANAGERS MUST FIND THE BEST WAY TO HANDLE SUPPLY AND DEMAND. FOR MANAGING CAPACITY BY MAKING FORECASTS AND QUESTIONING HOW MUCH PEAK DEMAND THE SYSTEM MUST HANDLE, AND SELECTING A WAY TO ADJUST CAPACITY TO LOWER VOLUME.
MGMT: HBR76K0133

3003 MATCHING JOB AND WORKER CHARACTERISTICS WORK SUPPLEMENT FOR THE AGED. REHABILITATION SERIES 6. 73
HUMAN RESOURCES CENTER, ALBERTSON, N.Y. INSURANCE CO. OF NORTH AMERICA, ALBERTSON, N.Y.: SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C. DIV. OF RESEARCH AND DEMONSTRATION GRANTS.
NOTES: 93P.: PHOTOGRAPHS IN APPENDED MATERIALS WILL NOT REPRODUCE
ADULT CHARACTERISTICS, ADVISORY COMMITTEES, EMPLOYEE ATTITUDES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, JOB PLACEMENT, JOB SKILLS, OLDER ADULTS, SENIOR CITIZENS, PROJECT SENIOR ABILITIES
PROJECT SENIOR ABILITIES (PSA) DEMONSTRATED AND EVALUATED THE CONCEPT THAT THE NEEDS AND TALENTS OF OLDER WORKERS (OVER 55) CAN BE MATCHED WITH SPECIFIC JOB REQUIREMENTS. AN INDUSTRIAL ADVISORY BOARD IDENTIFIED OCCUPATIONAL CATEGORIES IN THE LOCAL ECONOMY WHICH MET THE CRITERIA OF BEING TEMPORARY IN NATURE WITH LIMITED CAREER OPPORTUNITIES LACKING IN APPEAL TO YOUNGER JOB SEEKERS. OLDER PERSONS EMPLOYED IN THESE MAINLY CLERICAL, ASSEMBLY, AND PACKAGING POSITIONS WERE PAID THROUGH THE HUMAN RESOURCES

(CONT.)
3003 CENTER. PSA CLIENTS TOTALING 904, RECRUITED THROUGH OTHER AGENCIES AND THE MASS MEDIA, WERE INTERVIEWED. POSITIONS WERE FOUND FOR 280. THE OTHERS WERE PLACED IN A WORK FORCE SUPPLEMENT PROGRAM (SKILLS BANK). FOR ALL CLIENTS, DATA WERE MAINTAINED ON THE NUMBERS AND TYPE OF PLACEMENTS, REFERRALS BUT NO PLACEMENTS, AND NON-REFERRALS. THESE DATA AND PERSONAL CHARACTERISTICS WERE ANALYZED TO ASSESS POTENTIAL FACTORS WHICH MIGHT PROVE PREDICTIVE OF SUCCESSFUL EMPLOYABILITY. DETAILED DISCUSSION AND CONCLUSIONS INDICATED THAT AGED PERSONS HAD A NEED TO WORK, THERE WAS A DEMAND IN INDUSTRY FOR THEIR SKILLS, AND JOB PLACEMENTS ENABLED WORKERS TO EARN INCOMES ABOVE POVERTY LEVEL. APPENDED ARE TABLES ON CLIENT CHARACTERISTICS AND ATTITUDES, INTERVIEW FORMS, AND REPRINTS OF PUBLICITY ARTICLES. (AUTHOR/MS)
ERIC: ED114502

3004 MATCHING PEOPLE AND EQUIPMENT 1976
RASSAM, C.
INTERNATIONAL MANAGEMENT, VOL.31, NO.6, JUNE 1976, P. 32-34.
DESIGN, JOB SATISFACTION, LABOR RELATIONS, MACHINERY, MANAGEMENT, PRODUCTIVITY, WORKING CONDITIONS
ERGONOMICS ATTEMPTS TO CHANGE THE RELATIONSHIP BETWEEN WORKERS AND MACHINES, BY DESIGNING TECHNOLOGY TO BE MORE COMFORTABLY OPERATED, AND THUS IMPROVE PRODUCTIVITY.
MGMT: IMG76F0032

3005 MATCHING STUDENTS AND CAREERS, A BIBLIOGRAPHY. JUN 70
ERIC CLEARINGHOUSE ON COUNSELING AND PERSONNEL SERVICES, ANN ARBOR, MICH. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 12P.
ANNOTATED BIBLIOGRAPHIES, ATTITUDES, CAREER CHOICE, CAREERS, JOBS, LITERATURE REVIEWS, OCCUPATIONAL INFORMATION, PROGRAMS, RESEARCH PROJECTS, RESEARCH REVIEWS (PUBLICATIONS), STUDENT CHARACTERISTICS, STUDENTS, SUCCESS FACTORS
THIS ANNOTATED BIBLIOGRAPHY CONTAINS MATERIALS RELATED TO SUCH TOPICS AS (1) WORKER CHARACTERISTICS AND FACTORS INFLUENCING SUCCESS IN JOBS; (2) STUDENT CHARACTERISTICS AND ATTITUDES AS PREDICTORS OF JOB SUCCESS; AND (3) TECHNIQUES OF COMMUNICATING INFORMATION TO STUDENTS IN ORDER TO HELP THEM MAKE CAREER CHOICES. THE MATERIALS CITED REPRESENT RESEARCH STUDIES AND DESCRIPTIONS OF PROGRAMS AND PROCEDURES. SOURCES USED INCLUDE JOURNAL ARTICLES, ERIC MATERIALS, BOOKS, AND DOCTORAL DISSERTATIONS. THE MATERIALS DATE FROM 1963 TO 1970. (AUTHOR/EK)
ERIC: ED039375 ERIC COUNSELING AND PERSONNEL SERVICES INFORMATION CENTER, 611 CHURCH STREET, ANN ARBOR, MICHIGAN (NO PRICE IS QUOTED.)

3006 MATCHING TRAINING PROGRAMS WITH JOB OPPORTUNITIES SEP 70
RUSSELL, ALLEN S.
AMER VOCAT J;45;6;63-66
AIR CONDITIONING, CURRICULUM DEVELOPMENT, EDUCATIONAL NEEDS, EDUCATIONAL PROGRAMS, EMPLOYMENT OPPORTUNITIES, HEATING, JOB SKILLS, MANPOWER NEEDS, SERVICE WORKERS, TRADE AND INDUSTRIAL EDUCATION
LENNOX INDUSTRIES EDUCATIONAL DIRECTOR CITES EXAMPLES IN THE HEATING AND AIR CONDITIONING INDUSTRY. (EDITOR)
ERIC: EJ024096

3007 MATCHINGMAKING IN NEIGHBORHOOD DAY CARE A DESCRIPTIVE STUDY OF THE DAY CARE NEIGHBOR SERVICE. 30 OCT 70
EMLEN, ARTHUR C.;WATSON, EUNICE L.
OREGON UNIV., PORTLAND. CHILDRENS BUREAU (DHEW), WASHINGTON, D.C.
NOTES: 122P.; CHILD WELFARE RESEARCH GRANT R-287
AGENCY ROLE, CHILD CARE, CHILDREN, COMMUNITY INVOLVEMENT, CONSULTATION PROGRAMS, COOPERATIVE PROGRAMS, DATA COLLECTION, DAY CARE SERVICES, FAMILY LIFE, INFORMATION DISSEMINATION, INTERVENTION, MOTHERS, NEIGHBORHOOD, OBJECTIVES, PROBLEM SOLVING, PROGRAM EVALUATION, REFERRAL, RESEARCH, SOCIAL SERVICES, WORKING WOMEN, DAY CARE NEIGHBOR SERVICE
THE RESULTS OF A MORE THAN TWO-YEAR OPERATION OF A NEW KIND OF DAY CARE SERVICE KNOWN AS THE DAY CARE NEIGHBOR SERVICE ARE PRESENTED AND EVALUATED. THIS SERVICE MAKES IT POSSIBLE TO INTERVENE AT THE NEIGHBORHOOD LEVEL WHERE FAMILIES PRIVATELY AND WITHOUT BENEFIT OF A SOCIAL AGENCY MAKE DAY CARE ARRANGEMENTS WITH NEIGHBORHOOD SITTERS OR CAREGIVERS. THE APPROACH IS INDIRECT AND MAKES USE OF INFORMAL RELATIONSHIPS TO PROVIDE A SERVICE THAT IS DECENTRALIZED TO THE LEVEL OF THE NEIGHBORHOOD. THE PURPOSE OF THE SERVICE IS TO STRENGTHEN EXISTING CHILD CARE ARRANGEMENTS, RECRUIT NEW DAY CAREGIVERS, AND FACILITATE THE INFORMATION AND REFERRAL PROCESSES BY WHICH NEW ARRANGEMENTS ARE MADE. SOME FACTS GLEANED FROM THIS STUDY INCLUDE (1) THE NEED FOR DAY CARE CONSISTS OF A LACK OF FACILITIES AND PROBLEMS IN MAKING ARRANGEMENTS; (2) THE INFORMAL MATCHMAKING SYSTEM EXISTS AND SHOULD BE LEFT INTACT; (3) THE FEASIBILITY AND EFFECTIVENESS OF THE SERVICE DEPEND ON THE SKILL OF THE CONSULTANT IN THE USE OF CONSULTATION METHOD; (4) THE SERVICE IS EFFECTIVE IN STABILIZING AND IMPROVING THE QUALITY OF PRIVATE FAMILY DAY CARE ARRANGEMENTS; (5) THE DAY CARE NEIGHBOR SERVICE HAS A UNIQUE APPLICABILITY; AND (6) THE DAY CARE NEIGHBOR SERVICE IS A PROGRAM ADJUNCT THAT CAN BE ATTACHED TO A VARIETY OF SETTINGS. (CK)
ERIC: ED060952

3008 MATERIAL COORDINATOR 221.168 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 55
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 6P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED OCCUPATIONS, GATB, GENERAL APTITUDE TEST BATTERY, MATERIAL COORDINATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066103

3009 MATERIALS CATALOG: AN ANNOTATED LISTING OF STAFF TRAINING MATERIALS FOR THE INDIVIDUALIZED MANPOWER TRAINING SYSTEM. AUG 74
TECHNICAL EDUCATION RESEARCH CENTER, MONTGOMERY, ALA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 35P.: FOR RELATED DOCUMENTS SEE IR 001 243 AND ED 072 316
CATALOGS, INDIVIDUALIZED INSTRUCTION, INDIVIDUALIZED PROGRAMS, INSTRUCTIONAL MATERIALS, MANPOWER DEVELOPMENT, VOCATIONAL EDUCATION, INDIVIDUALIZED MANPOWER TRAINING SYSTEM
AN ANNOTATED LISTING OF STAFF TRAINING MATERIALS FOR THE INDIVIDUALIZED MANPOWER TRAINING SYSTEM IS GIVEN IN THIS CATALOG. INCLUDED FOR EACH LISTING ARE DESCRIPTIONS, SOURCES, USES, AND PRICES FOR THE MATERIAL. (WH)
ERIC: ED097382

3010 MATERNITY PROVISIONS IN GROUP HEALTH AND DISABILITY POLICIES 1976
MESSINA, L.L.
CPCU ANNALS, VOL.29, NO.4, DEC 1976, P. 282-287. BIBLIOG. 42
AFFIRMATIVE ACTION, COST STANDARDS, EMPLOYEE BENEFITS, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, FRINGE BENEFITS, HEALTH CARE INDUSTRY, INSURANCE INDUSTRY, MANAGEMENT, MEDICAL, UNIONS, WOMEN, WOMEN IN BUSINESS
AFFIRMATIVE ACTION HAS NOT BEEN TAKEN BY THE INSURANCE INDUSTRY IN REGARD TO MATERNITY RELATED BENEFITS ALTHOUGH THEY ARE ADMITTEDLY DISCRIMINATORY. RESEARCH SHOULD COVER COST OF COVERING MATERNITY WITH NORMAL BENEFITS, AND LOSS OF SAFETY AND EFFECTIVE PRODUCTION RESULTING FROM EMPLOYEE PREGNANCIES.
MGMT: CPC76L0282

3011 A MATHEMATICAL MODEL FOR AN EDUCATIONAL SYSTEM. 71
MCREYNOLDS, WILLIAM PETER
ONTARIO INST. FOR STUDIES IN EDUCATION, TORONTO.
NOTES: 198P.: OCCASIONAL PAPERS-9
ACADEMIC ACHIEVEMENT, DATA BASES, EDUCATIONAL DEMAND, EDUCATIONAL ECONOMICS, EDUCATIONAL INTEREST, EDUCATIONAL PLANNING, EDUCATIONAL SUPPLY, EMPLOYMENT, EMPLOYMENT LEVEL, ENROLLMENT INFLUENCES, ENROLLMENT PROJECTIONS, LABOR MARKET, MATHEMATICAL MODELS, POST SECONDARY EDUCATION, SECONDARY EDUCATION, SIMULATION, TECHNOLOGY, CANADA, ONTARIO
THE DOCUMENT CONTENTS DIVIDE INTO (1) THE BASIC FLOW MODEL OF AN EDUCATIONAL SYSTEM AND ITS APPLICATION TO THE SECONDARY SCHOOL SYSTEM OF ONTARIO AND (2) A GROUP OF INTERRELATED SUBMODELS THAT DESCRIBE THE ENTRANCE TO HIGHER EDUCATION IN CONSIDERABLY FINER DETAIL. IN THE FIRST SECTION, THE PRINCIPAL VARIABLE OF THE MODEL--THE TRANSITION PROPORTIONS--ARE ESTIMATED. THIS IS DONE BY PARTITIONING THE POPULATION INTO VARIOUS CATEGORIES AND ESTIMATING THE PROPORTION OF EACH CATEGORY MAKING TRANSITIONS FROM ONE EDUCATIONAL OR OCCUPATIONAL STATE TO ANOTHER. IN THE SECOND SECTION, ATTENTION IS TURNED TO THE PROBLEM OF DETERMINING FUTURE VALUES OF TRANSITION PROPORTIONS IN CASES WHERE COMPLICATED SYSTEMS OF CONSTRAINTS OPERATE ON THE STUDENTS. THE DOCUMENT PRESENTS THREE CLOSELY RELATED BUT SEPARABLE SUBMODELS THAT RELATE TO (1) THE ALLOCATION OF PLACES IN HIGHER EDUCATION, (2)THE PREFERENCES OF INDIVIDUAL STUDENTS FOR THE VARIOUS POSTSECONDARY DESTINATIONS, AND (3) THE PROCESS OF COMPETITION BY STUDENTS ON AN EXAMINATION OR SET OF EXAMINATIONS. THE THREE SUBMODELS, TAKEN TOGETHER, FORM A METHOD OF COMPUTING DYNAMICALLY THE POSTSECONDARY TRANSITIONS THAT WOULD OCCUR UNDER VARIOUS SETS OF EDUCATIONAL POLICIES WITH RESPECT TO ACADEMIC STANDARDS, CAPACITY LIMITATIONS, AND OTHER LESS DIRECT INFLUENCES. (AUTHOR/DN)
ERIC: ED067739 PUBLICATION SALES, ONTARIO INSTITUTE FOR STUDIES IN EDUCATION, 252 BLOOR STREET WEST, TORONTO 5, ONTARIO (CANADA) ($5.75)

3012 A MATTER OF SIMPLE JUSTICE. APR 70
PRESIDENTS TASK FORCE ON WOMENS RIGHTS AND RESPONSIBILITIES, WASHINGTON, D.C.
NOTES: 43P.
CHILD CARE, CIVIL LIBERTIES, DISCRIMINATORY LEGISLATION, EDUCATIONAL OPPORTUNITIES, EQUAL EDUCATION, EQUAL FACILITIES, EQUAL OPPORTUNITIES (JOBS), FEDERAL GOVERNMENT, FEDERAL LEGISLATION, FEMALES, FEMINISM, MANPOWER DEVELOPMENT, WORKING WOMEN, SEX

(CONT.)
3012 DISCRIMINATION
A 13-MEMBER PRESIDENTIAL TASK FORCE ON WOMENS RIGHTS AND RESPONSIBILITIES RECOMMENDED THAT (1) THE PRESIDENT CALL A WHITE HOUSE CONFERENCE AND ESTABLISH AN OFFICE OF WOMENS RIGHTS AND RESPONSIBILITIES, (2) THE PRESIDENT SEND A MESSAGE TO CONGRESS CITING WIDESPREAD DISCRIMINATION AGAINST WOMEN, PROPOSING LEGISLATION TO REMEDY THESE INEQUALITIES, ASSERTING FEDERAL LEADERSHIP, RECOMMENDING PROMPT STATE ACTION AS A COROLLARY, AND CALLING UPON THE PRIVATE SECTOR TO FOLLOW SUIT, (3) THE PRESIDENT APPOINT MORE WOMEN TO POSITIONS OF TOP RESPONSIBILITY IN ALL BRANCHES OF THE FEDERAL GOVERNMENT TO ACHIEVE A MORE EQUITABLE RATIO OF MEN AND WOMEN, AND (4) THE EXECUTIVE BRANCH OF THE FEDERAL GOVERNMENT BE AS SERIOUSLY CONCERNED WITH SEX DISCRIMINATION AS WITH RACE DISCRIMINATION AND WITH WOMEN IN POVERTY AS WITH MEN IN POVERTY. (AUTHOR/SB)
ERIC: ED055157 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (PR37.8 W84/R29, $.30)

3013 MAXIMIZING YOUR TRAINING EFFICIENCY THE APPLICATION OF BEHAVIORAL PRINCIPLES TO JOB TRAINING (WORKBOOK). NOV 72
NEISWENDER, LENORE
MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-82-36-71-07
NOTES: 69P.; FOR TRAINING MANUAL, SEE ED 076 837
GROUP DYNAMICS, INDUSTRIAL TRAINING, JOB TRAINING, MANAGEMENT EDUCATION, MANPOWER DEVELOPMENT, POSITIVE REINFORCEMENT, SKILLED WORKERS, SUPERVISORY TRAINING, VOCATIONAL TRAINING CENTERS, WORKBOOKS
THIS WORKBOOK FOR WORK SUPERVISORS IS DESIGNED TO BE USED IN CONJUNCTION WITH THE TRAINING MANUAL. (AUTHOR)
ERIC: ED134907 NATIONAL TECHNICAL INFORMATION SERVICE, 5285 PORT ROYAL ROAD, SPRINGFIELD, VIRGINIA 22161 (HC $3.00, MF $0.95, ORDER NUMBER PB-214 018)

3014 MAXIMIZING YOUR TRAINING EFFICIENCY THE APPLICATION OF BEHAVIORAL PRINCIPLES TO JOB TRAINING. TRAINING MANUAL FOR WORK SUPERVISORS. NOV 72
NEISWENDER, LENORE
MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 280P.; 2ND REVISION
BEHAVIOR CHAINING, BEHAVIOR CHANGE, DISADVANTAGED GROUPS, JOB SKILLS, JOB TRAINING, MANPOWER DEVELOPMENT, MANUALS, MOTIVATION, PUNISHMENT, REINFORCEMENT, REINFORCERS, TRAINERS, TRAINING TECHNIQUES
THIS TRAINING MANUAL IS DESIGNED TO INSTRUCT WORK SUPERVISORS AND SKILLS TRAINERS OF THE HARD-TO-EMPLOY DISADVANTAGED IN THE EFFECTIVE UTILIZATION OF BEHAVIORAL REINFORCEMENT PRINCIPLES FOR OVERCOMING DIFFICULT, FREQUENTLY ENCOUNTERED TRAINING PROBLEMS. ONE OF ITS PRIMARY FOCUSES IS HOW TO TRAIN FOR JOB-REQUIRED BEHAVIORAL SKILLS SUCH AS PUNCTUALITY AND TAKING CRITICISM. SECTIONS OF THE MANUAL CONTAIN (1) DISCUSSION OF THE PROS AND CONS OF UTILIZING A BEHAVIORAL APPROACH, (2) A SERIES OF PROBLEM SOLVING AND REAL-LIFE PRACTICE EXERCISES DESIGNED TO DEVELOP THE TECHNIQUES OF REWARD, PUNISHMENT, AND SHAPING, WHICH ARE THE BASIC PRINCIPLES OF THE BEHAVIORAL APPROACH, (3) A DESCRIPTION OF TWO ALTERNATIVES TO THE COMPLETE BEHAVIORAL APPROACH, AND (4) A SERIES OF HYPOTHETICAL EXAMPLES DESIGNED TO TEACH THE BEHAVIORAL AND TECHNICAL SKILLS REQUIRED IN ACTUAL EMPLOYMENT. (SB)
ERIC: ED076837 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB 214 021, MF $0.95, HC $3.00)

3015 MDTA EXPERIMENTAL AND DEMONSTRATION FINDINGS NO. 3 MANPOWER DEVELOPMENT AND TRAINING IN CORRECTIONAL PROGRAMS. FINAL REPORT. JUL 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 187P.
CONFERENCE REPORTS, CORRECTIONAL REHABILITATION, CRIMINOLOGY, EDUCATIONAL NEEDS, JOB DEVELOPMENT, JOB PLACEMENT, JOB TRAINING, MANPOWER DEVELOPMENT, OCCUPATIONAL GUIDANCE, PROGRAM EVALUATION, VOCATIONAL COUNSELING, VOCATIONAL REHABILITATION, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA
THE CAPABILITIES OF TITLE I OF THE MANPOWER DEVELOPMENT AND TRAINING ACT HAVE BEEN USED FOR SEVERAL YEARS TO FUND EXPERIMENTAL AND DEMONSTRATION PROJECTS FOR THE PRERELEASE TRAINING OF PRISONERS. FOUR CONFERENCES ON MANPOWER DEVELOPMENT AND TRAINING IN CORRECTIONAL INSTITUTIONS WERE SPONSORED TO BRING TOGETHER THE BASIC GROUPS OF PEOPLE CHARGED WITH RESPONSIBILITY IN PRISONER REHABILITATION, AND TO DISSEMINATE THE SIGNIFICANT RESULTS OF EXPERIMENTAL, DEMONSTRATION, AND RESEARCH PROJECTS. THIS DOCUMENT CONTAINS A FULL REPORT OF THE FIRST CONFERENCE PLUS SIGNIFICANT SECTIONS OF THE LATER THREE. SAMPLE TOPICS OF MAJOR ADDRESSES INCLUDE (1) THE FEDERAL ROLE IN CORRECTIONAL PROGRAMS, (2) EDUCATION AND TRAINING VERSUS MAINTENANCE AND OTHER PRISON WORK PROGRAMS, (3) JOB DEVELOPMENT AND PLACEMENT OF THE EX-OFFENDER, AND (4) THE CHALLENGE OF CRIME IN A FREE SOCIETY. PANEL PRESENTATIONS INCLUDED (1) THE ROLE OF FEDERAL AGENCIES--SOURCES OF FUNDING, (2) CHARACTERISTICS OF THE INMATE PRESENTATIONS, AND (3) EVALUATION OF PROGRAMS. WORKSHOP DISCUSSIONS WERE CENTERED ON (1) COUNSELING PROBLEMS, (2) EDUCATION AND TRAINING PROBLEMS, AND (3) JOB DEVELOPMENT AND PLACEMENT. (GEB)
ERIC: ED057221 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 199 401, MF $.35; SEE CATALOG FOR HARDCOPY PRICE)

3016 MDTA VOCATIONAL EXPERIMENTAL-DEMONSTRATION PROJECT FOR TRAINING AND PLACEMENT OF YOUTHFUL OFFENDERS. 11TH PROGRESS REPORT, COMMUNITY SPONSORSHIP PROGRAM. 66
MCKEE, JOHN M. ;AND OTHERS
REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. DRAPER CORRECTIONAL CENTER.
NOTES: 99P.
ADULT BASIC EDUCATION, BEHAVIOR CHANGE, COMMUNITY SUPPORT, CORRECTIVE INSTITUTIONS, DELINQUENT REHABILITATION, INDIVIDUAL INSTRUCTION, INSTITUTIONAL PERSONNEL, JOB PLACEMENT, MATERIAL DEVELOPMENT, MOTIVATION, PAROLE OFFICERS, PROGRAM ADMINISTRATION, PROGRAMED INSTRUCTION, REHABILITATION PROGRAMS, REMEDIAL READING, SOCIAL ADJUSTMENT, SOCIALLY DEVIANT BEHAVIOR, VOCATIONAL EDUCATION, DRAPER CORRECTIONAL CENTER, MANPOWER DEVELOPMENT AND TRAINING ACT
THE VOCATIONAL EXPERIMENTAL-DEMONSTRATION PROJECT AT DRAPER CORRECTIONAL CENTER, AN EXPERIMENT TO REDUCE RECIDIVISM THROUGH VOCATIONAL TRAINING, IN ITS FIRST 21 MONTHS TRAINED 173 YOUTHS IN SEVEN TRADES AND PLACED 150 GRADUATES IN JOBS. DETAILS OF SELECTION, COUNSELING, TRAINING, PLACEMENT, AND FOLLOW-UP OF INMATES THE USE OF INDIVIDUALIZED PROGRAMED MATERIALS AND OF EXPERIMENTS TO INCREASE MOTIVATION IN BASIC EDUCATION CLASSES ARE GIVEN IN THIS REPORT. ALTHOUGH THE PROJECT HAS SUCCEEDED IN TEACHING TRADES, IT HAS FAILED IN EFFECTING ENOUGH BEHAVIORAL CHANGE TO AVERT RECIDIVISM AND PERSISTENT DEVIANT BEHAVIOR--THE RATE OF RECIDIVISM AMONG PAROLEES HAS ACTUALLY INCREASED SINCE THE LAST REPORT. IN AN EFFORT TO PRODUCE BEHAVIORAL CHANGE TWO PROPOSALS ARE MADE--(1) TO INITIATE A DETAILED STUDY OF EACH RETURNEE, ANALYZING HIS FAILURE AND PRESCRIBING TREATMENT, AND (2) TO BEGIN A COMMUNITY SPONSOR PROGRAM COORDINATED THROUGH THE PAROLE SUPERVISOR. WORKING WITH COMMUNITY ORGANIZATIONS, THE PAROLE OFFICE WILL TRAIN MEN TO ASSIST THE NEWLY RELEASED INMATE TO ADJUST TO SOCIETY AND TO SUCCEED IN HIS NEW TRADE. THE SPONSOR WILL BE EITHER A CRAFTSMAN IN THE SAME TRADE AREA AS THE PAROLEE OR A PERSON WITH A HISTORY OF CRIME WHO IS NOW DOING WELL. THE SPONSOR WILL ACT AS A GUIDE, FRIEND, AND BEHAVIOR MODEL TO THE RELEASEE. (AJ)
ERIC: ED013420

3017 MDTA VOCATIONAL EXPERIMENTAL-DEMONSTRATION PROJECT FOR TRAINING AND PLACEMENT OF YOUTHFUL OFFENDERS. 12TH PROGRESS REPORT, AUTO SERVICE STATION MECHANIC-ATTENDANT COURSE. 66
MCKEE, JOHN M. ;AND OTHERS
REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. DRAPER CORRECTIONAL CENTER.
NOTES: 130P.
ADULT BASIC EDUCATION, APPLIANCE REPAIRING, AUTO MECHANICS, BEHAVIOR CHANGE, BRICKLAYING, CORRECTIVE INSTITUTIONS, COUNSELING SERVICES, DELINQUENT REHABILITATION, DROPOUTS, JOB PLACEMENT, MATERIAL DEVELOPMENT, MOTIVATION, PROGRAMED INSTRUCTION, PUBLIC RELATIONS, REHABILITATION PROGRAMS, REMEDIAL READING, SHOP CURRICULUM, TECHNICAL WRITING, VOCATIONAL EDUCATION, WORK STUDY PROGRAMS, DRAPER CORRECTIONAL CENTER, MANPOWER DEVELOPMENT AND TRAINING ACT
THE DEMONSTRATION PROJECT AT DRAPER CORRECTIONAL CENTER AIMS TO SHOW THAT VOCATIONAL TRAINING LEADING TO EMPLOYMENT, INTENSIVE COUNSELING, BASIC EDUCATION CLASSES, AND A PROGRAM OF COMMUNITY SPONSORSHIP OF RELEASEES CAN DECREASE THE RATE OF RECIDIVISM AND EFFECT ENOUGH BEHAVIOR CHANGE IN INMATES TO TURN THEM INTO USEFUL CITIZENS. TRAINING OBJECTIVES ARE--(1) TO TEACH A GROUP OF YOUTHFUL OFFENDERS A TRADE (COURSES OFFERED ARE WELDING, RADIO AND TV REPAIR, APPLIANCE REPAIR, AUTO MECHANICS, BARBERING, BRICKLAYING, AND TECHNICAL WRITING), (2) TO CONSTRUCT PROGRAMED MATERIALS, (3) TO ASSESS WAYS TO IMPROVE TRAINING AND INSURE PLACEMENT AND GUIDANCE OF TRAINEES AFTER PAROLE, AND (4) TO MAKE TRAINING MATERIAL AVAILABLE TO OTHER INSTITUTIONS. SUPPLEMENTARY CLASSES ARE GIVEN IN REMEDIAL READING AND PERSONAL-SOCIAL SKILLS. THE AUTO MECHANICS COURSE, REVIEWED IN DETAIL IN THIS REPORT, WAS DEVELOPED AROUND COMMERCIAL TRAINING MATERIALS INCLUDING A PROGRAMED TEXT. NEEDS OF AREA EMPLOYERS, AVAILABILITY OF EQUIPMENT, AND THE CAPABILITIES OF TRAINEES WERE CONSIDERED IN COURSE PLANNING. A FOLLOW-UP STUDY OF THE COLLEGE STUDENTS WHO HAVE BEEN EMPLOYED AS SUBPROFESSIONALS IN WORK-STUDY PROGRAMS IS UNDERWAY TO DETERMINE THE EFFECT OF THEIR WORK AT DRAPER ON THEIR COLLEGE AND CAREERS. (THE DOCUMENT INCLUDES COMPARATIVE TEST PROFILES AND STATISTICAL TABLES.) (AJ)
ERIC: ED013421

3018 MDTA VOCATIONAL EXPERIMENTAL-DEMONSTRATION PROJECT FOR TRAINING AND PLACEMENT OF YOUTHFUL OFFENDERS. 14TH PROGRESS REPORT. 67
MCKEE, JOHN M. ;AND OTHERS
REHABILITATION RESEARCH FOUNDATION, ELMORE, ALA. DRAPER CORRECTIONAL CENTER.
NOTES: 118P.
ADULT BASIC EDUCATION, CORRECTIVE INSTITUTIONS, COUNSELING SERVICES, DELINQUENT REHABILITATION, FAILURE FACTORS, INDIVIDUAL INSTRUCTION, INFORMATION DISSEMINATION, MATERIAL DEVELOPMENT, MOTIVATION, PROGRAMED INSTRUCTION, PROGRAM EVALUATION, PUBLIC RELATIONS, QUESTIONNAIRES, REHABILITATION PROGRAMS, REINFORCEMENT, REMEDIAL INSTRUCTION, RESEARCH, VOCATIONAL EDUCATION, DRAPER CORRECTIONAL CENTER, MANPOWER DEVELOPMENT AND TRAINING ACT, METROPOLITAN ACHIEVEMENT TEST
DISSEMINATION OF PROGRAM FINDINGS TO THE CORRECTIONAL FIELD IS A KEY OBJECTIVE OF THE CURRENT PHASE OF THE EXPERIMENTAL-DEMONSTRATION PROJECT FOR VOCATIONAL TRAINING OF INMATES AT DRAPER CORRECTIONAL CENTER. LEADERS IN CORRECTIONS AND MANPOWER TRAINING WILL MEET IN FOUR CONFERENCES, PLANS FOR WHICH ARE OUTLINED IN THIS REPORT. BECAUSE 23 PERCENT OF THE 186 RELEASED GRADUATES OF THE PROGRAM HAVE BEEN RETURNED TO PRISON, A STUDY IS UNDERWAY TO ANALYZE THE FACTORS IN THE RECIDIVISTS INABILITY TO SUCCEED IN THE FREE WORLD. QUESTIONNAIRES DRAWN UP FOR INTERVIEWS WITH THE RECIDIVIST, PAROLE SUPERVISOR, EMPLOYER, AND FAMILY ARE INCLUDED. TO PROVIDE EDUCATIONAL SKILLS NECESSARY TO ENTER VOCATIONAL COURSES AND ADVANCE IN TRADES, ALL TRAINEES ARE SCHEDULED FOR

(CONT.)
3018 REMEDIAL CLASSES FOR EIGHT HOURS EACH WEEK. INDIVIDUALIZED PROGRAMED INSTRUCTION IS PRESCRIBED FOR EACH STUDENT ON THE BASIS OF HIS DEFICIENCIES AS INTERPRETED FROM THE METROPOLITAN ACHIEVEMENT TEST. ALSO INCLUDED IN THIS REPORT IS THE EVALUATION OF THE PROJECT BY A MANPOWER ANALYST IN THE DEPARTMENT OF LABOR. SUMMARIES OF ADMINISTRATION, COUNSELING, TRAINING, STATISTICS, AND PERSONNEL ACTIVITIES, AND TWO PAPERS--COUNSELING AND GUIDANCE IN A CORRECTIONAL VOCATIONAL TRAINING PROGRAM, AND SELECTION AND EVALUATION OF PROGRAMMED INSTRUCTIONAL MATERIALS. (AJ)
ERIC: ED013423

3019 MDTAS EVALUATION GAP SEP 73
STALLARD, JOHN J.
AMERICAN VOCATIONAL JOURNAL;48:6:54
MANPOWER DEVELOPMENT, EMPLOYMENT PROGRAMS, EVALUATION NEEDS, PROGRAM EVALUATION, MANPOWER UTILIZATION, MODELS, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA
MOST MANPOWER EDUCATORS WILL BE ATTRACTED TO THE LAST PARAGRAPH WHERE THE AUTHOR OFFERS AN EVALUATION MODEL ON REQUEST. (EDITOR)
ERIC: EJ083739

3020 THE MEANING OF WORK A CASE STUDY OF ELDERLY POOR SUM 74
BARRESI, CHARLES M.
INDUSTRIAL GERONTOLOGY;1;3;24-34
SENIOR CITIZENS, SHELTERED WORKSHOPS, MOTIVATION, ECONOMICALLY DISADVANTAGED, WORK ATTITUDES, RESIDENTIAL PROGRAMS, PILOT PROJECTS, EMPLOYMENT
ERIC: EJ103664

3021 MEASUREMENT AND ANALYSIS OF WORK TRAINING SEP 75
WIRTZ, WILLARD;GOLDSTEIN, HAROLD
MONTHLY LABOR REVIEW;98;9;19-26
MANPOWER DEVELOPMENT, JOB TRAINING, SURVEYS, MEASUREMENT, INFORMATION NEEDS, VOCATIONAL EDUCATION, PROGRAM EFFECTIVENESS, OCCUPATIONAL INFORMATION
ERIC: EJ123757

3022 A MEASUREMENT OF THE ATTITUDES OF YOUNG NATIONAL GUARD ENLISTED MEN ABOUT THE NATIONAL GUARD MAY 70
BURKE, JOE E.;JOYCE, RAYMOND F. JR;GRIFFITH, WILLIAM J.;HOWARD, LOUIS
NATIONAL GUARD BUREAU WASHINGTON D C
NOTES: FINAL REPT. 66P
ATTITUDES(PSYCHOLOGY), NATIONAL GUARD, NTISDODXA, NTISDODSD
THE NGAUS COMMITTEE ON PUBLIC RELATIONS ADOPTED ITS PRINCIPAL PROJECT FOR 1970 A NATION-WIDE RESEARCH PROJECT TO DETERMINE THE CURRENT ATTITUDES OF NATIONAL GUARD ENLISTED MEN IN GRADES E-3 THROUGH E-6. SPECIFICS WERE, REASONS FOR JOINING, FEELINGS ABOUT ADVANCEMENT, REENLISTMENT, IMPRESSIONS OF THE GUARD READINESS MISSION, SELLING THE GUARD, TECHNIQUES FOR SELLING REENLISTMENT AND MISCELLANEOUS RECOMMENDATIONS. (AUTHOR)
NTIS: AD-A025 255/1ST NTIS PRICES PC$4.50/MF$2.25

3023 A MEASUREMENT OF THE DEGREE AND THE LAG OF EXPECTATIONS EFFECTS ON THE PHILLIPS RELATIONSHIP 1975
AIDE, D.K.
QUARTERLY REVIEW OF ECONOMICS AND BUSINESS, VOL.15, NO.3, AUTUMN 1975, P. 49-66. BIBLIOG. 13
COLLECTIVE BARGAINING, CONSUMER PRICE INDEX, ECONOMIC THEORY, ECONOMICS, INFLATION, LABOR MARKET, MODELING, QUANTITATIVE METHODS, UNEMPLOYMENT, WAGES
THE EQUILIBRIUM UNEMPLOYMENT RATE, ACCORDING TO THE EXPECTATIONS VIEW, IS THE RATE AT WHICH ACTUAL AND EXPECTED WAGE INCREASES ARE EQUAL. A MODEL IS DEVELOPED TO ILLUSTRATE HOW LOWER-THAN-NORMAL UNEMPLOYMENT RATES CAN BE ASSOCIATED WITH RELATIVELY HIGH INFLATION RATES AND VICE-VERSA.
MONT: ORE75P0049

3024 THE MEASUREMENT OF WORK RELEVANT ATTITUDES. FINAL REPORT. JUN 75
WALTHER, REGIS H.
GEORGE WASHINGTON UNIV., WASHINGTON, D.C. MANPOWER RESEARCH PROJECTS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 29P.
WORK ATTITUDES, VOCATIONAL ADJUSTMENT, TESTS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, MEASUREMENT, INSTRUMENTATION, VOCATIONAL MATURITY, VALIDITY, DIAGNOSTIC TESTS, OUT OF SCHOOL YOUTH, LONGITUDINAL STUDIES, STUDENT NEEDS, ATTITUDE TESTS
THE FINAL REPORT PRESENTS THE DEVELOPMENT OF A WORK-RELEVANT ATTITUDES INVENTORY (WRAI) FOR USE IN DIAGNOSING THE NEEDS OF INDIVIDUALS AND EVALUATING THE EFFECTIVENESS OF MANPOWER PROGRAMS. THE WRAI WAS USED IN TWO LONGITUDINAL STUDIES FOUR NEIGHBORHOOD YOUTH CORPS PROGRAMS WITH 502 SUBJECTS AND A DEMONSTRATION EDUCATION PROJECT WITH 526 SUBJECTS. THE WRAI WAS ABLE TO DIFFERENTIATE BETWEEN SUBJECTS MAKING A GOOD AND A POOR ADJUSTMENT. THE WRAI ALSO CORRELATED WITH COUNSELOR RATINGS AND WITH ACHIEVEMENT TEST SCORES IN READING AND MATHEMATICS. IT WAS CONCLUDED THAT THE WRAI HAD DEMONSTRATED ITS USEFULNESS AS A MEASURE OF PROGRAM EFFECTIVENESS AND AS A HELP IN DIAGNOSING THE NEEDS OF NEW PROGRAM PARTICIPANTS. (AUTHOR)
AIM/ARM: VT102761

3025 THE MEASUREMENT OF WORK-RELEVANT ATTITUDES JUN 75
WALTHER, REGIS
GEORGE WASHINGTON UNIV., WASHINGTON, D.C. MANPOWER RESEARCH PROJECTS. MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-41-00-03-09
NOTES: FINAL REPT. 29P
ATTITUDES, EMPLOYMENT, YOUTHS, NEIGHBORHOOD YOUTH COPPS, NTISLABPEU
THE REPORT DESCRIBES THE DEVELOPMENT OF A WORK-RELEVANT ATTITUDES INVENTORY (WRAI) FOR USE IN DIAGNOSING THE NEEDS OF INDIVIDUALS AND EVALUATING THE EFFECTIVENESS OF MANPOWER PROGRAMS. THE WRAI WAS USED IN TWO LONGITUDINAL STUDIES FOUR NYC PROGRAMS WITH 502 SUBJECTS AND A DEMONSTRATION EDUCATION PROJECT WITH 526 SUBJECTS. THE WRAI WAS ABLE TO DIFFERENTIATE BETWEEN SUBJECTS MAKING A GOOD AND A POOR ADJUSTMENT TO WORK. FURTHERMORE, POSITIVE CHANGES IN WRAI SCORES WERE ASSOCIATED WITH A GOOD ADJUSTMENT. THE WRAI ALSO CORRELATED WITH COUNSELOR RATINGS AND WITH ACHIEVEMENT TEST SCORES IN READING AND MATHEMATICS.
NTIS: PB-246 260/6ST NTIS PRICES PC$4.00/MF$2.25

3025 THE MEASUREMENT OF WORK-RELEVANT ATTITUDES. FINAL REPORT JUN 75
WALTHER, REGIS H.
GEORGE WASHINGTON UNIV., WASHINGTON, D.C. MANPOWER RESEARCH PROJECTS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 29P.
ACHIEVEMENT TESTS, ATTITUDE TESTS, EDUCATIONAL DIAGNOSIS, EDUCATIONAL PROGRAMS, LONGITUDINAL STUDIES, PROGRAM EVALUATION, STUDENT ADJUSTMENT, STUDENT ATTITUDES, STUDENT EVALUATION, TABLES (DATA), TEST VALIDITY, VOCATIONAL ADJUSTMENT, VOCATIONAL MATURITY, WORK ATTITUDES, YOUTH, YOUTH EMPLOYMENT, YOUTH PROGRAMS, NEIGHBORHOOD YOUTH CORPS, NEW EDUCATION PROGRAM, NYC, WORK RELEVANT ATTITUDES INVENTORY, WRAI
THE FINAL REPORT ON THE DEVELOPMENT OF A WORK-RELEVANT ATTITUDES INVENTORY (WRAI) DESCRIBES THE USE OF THE WRAI IN DIAGNOSING THE NEEDS OF INDIVIDUALS AND EVALUATING THE EFFECTIVENESS OF MANPOWER PROGRAMS. THE WRAI WAS USED IN TWO LONGITUDINAL STUDIES FOUR NEIGHBORHOOD YOUTH CORPS (NYC) PROGRAMS WITH 502 SUBJECTS, AND A DEMOSTRATION EDUCATION PROJECT, THE NEW EDUCATIONAL PROGRAM, WITH 526 SUBJECTS. THE WRAI WAS ABLE TO DIFFERENTIATE BETWEEN SUBJECTS MAKING A GOOD AND A POOR ADJUSTMENT TO WORK. FURTHERMORE, POSITIVE CHANGES IN WRAI SCORES WERE ASSOCIATED WITH A GOOD ADJUSTMENT. THE WRAI ALSO CORRELATED WITH COUNSELOR RATINGS AND WITH ACHIEVEMENT TEST SCORES IN READING AND MATHEMATICS. IT WAS CONCLUDED THAT THE WRAI HAD DEMONSTRATED ITS USEFULNESS AS A MEASURE OF PROGRAM EFFECTIVENESS AND AS A HELP IN DIAGNOSING THE NEEDS OF NEW PROGRAM PARTICIPANTS. FIVE APPENDIXES INCLUDE THE WRAI AND VARIOUS STATISTICAL MEASURES RELATING TO THE RESULTS OF ITS ADMINISTRATION. (AUTHOR/JR)
ERIC: ED117515

3027 THE MEASUREMENT OF WORK-RELEVANT ATTITUDES, A REPORT ON THE DEVELOPMENT OF A MEASURING INSTRUMENT. FINAL REPORT. OCT 70
WALTHER, REGIS H.
GEORGE WASHINGTON UNIV., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 49P.
FACTOR ANALYSIS, MEASUREMENT INSTRUMENTS, MOTIVATION, OUT OF SCHOOL YOUTH, PSYCHOLOGICAL TESTS, TEST CONSTRUCTION, TESTING, WORK ATTITUDES
THIS PAPER REPORTS THE DEVELOPMENT OF A SELF-REPORT INVENTORY FOR MEASURING WORK-RELEVANT ATTITUDES. A POOL OF 72 ITEMS WAS CREATED AFTER A REVIEW OF THE RESEARCH LITERATURE. THESE ITEMS WERE ADMINISTERED TO 89 OUT-OF-SCHOOL NEIGHBORHOOD YOUTH CORPS ENROLLEES IN CINCINNATI AND TO 78 NEW CAREERS ENROLLEES IN DURHAM. PERFORMANCE RATINGS WERE OBTAINED FROM COUNSELORS FOR EACH SUBJECT. A FACTOR ANALYSIS OF THE 72 ITEMS PRODUCED THREE INTERPRETABLE FACTORS OPTIMISM, UNSOCIALIZED ATTITUDES, AND SELF-CONFIDENCE. THE ITEMS WERE THEN GROUPED INTO THREE SCALES DESIGNED TO MEASURE THESE VARIABLES. A REVISED INVENTORY WAS PREPARED AND ADMINISTERED TO 447 SUBJECTS. A FACTOR ANALYSIS OF THE ITEMS SUPPORTED THE PREVIOUS CONCLUSIONS THAT OPTIMISM, SELF-CONFIDENCE, AND UNSOCIALIZED ATTITUDES WERE THREE IMPORTANT DIMENSIONS. THE INVENTORY SHOULD PROVE USEFUL IN CONNECTION WITH THE DEVELOPMENT OF PROGRAMS DESIGNED TO MODIFY WORK-RELEVANT ATTITUDES. (AUTHOR)
ERIC: ED052366 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 195 986, MF $0.95; FOR HARDCOPY PRICE SEE CATALOG)

3028 MEASURING COMPONENTS OF THE LABOR SUPPLY FOR THE SOUTH BEND ECONOMY. VOLUME I JUN 77
JORAY, PAUL A.
SOUTH BEND URBAN OBSERVATORY, IND.**LEAGUE OF CITIES-CONFERENCE OF MAYORS, INC., WASHINGTON, D.C.*DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT, WASHINGTON, D.C. ASSISTANT SECRETARY FOR POLICY DEVELOPMENT AND RESEARCH.
NOTES: FINAL REPT. 72P
EMPLOYMENT, REGIONS, ECONOMIC SURVEYS, OCCUPATIONS, SOUTH BEND(INDIANA), NTISHUDPOR
VOLUME 1 OF A TWO PART REPORT PROVIDES METHODOLOGIES WHICH CAN BE USED TO (1) ESTIMATE THE IMPACTS UPON REGIONAL INCOME AND EMPLOYMENT WHEN A MAJOR EMPLOYER ENTERS OR LEAVES THE AREA; AND (2) COMPILE DATA ON THE AVAILABILITY OF LABOR FOR EMPLOYERS INTERESTED IN LOCATING IN THE AREA. THREE SOURCES OF AVAILABLE LABOR ARE IDENTIFIED WORKERS CURRENTLY SEEKING EMPLOYMENT, LOCAL SUPPLIERS OF NEW ENTRANTS INTO THE LOCAL LABOR FORCE, AND THE CURRENT STOCK OF EXPERIENCED WORKERS BY OCCUPATION.
NTIS: PB-270 712/3ST NTIS PRICES PC A04/MF A01

3029 MEASURING COMPONENTS OF THE LABOR SUPPLY FOR THE SOUTH BEND ECONOMY. VOLUME II. APPENDIX B JUN 77
JORAY, PAUL A.
SOUTH BEND URBAN OBSERVATORY, IND.**LEAGUE OF CITIES-CONFERENCE OF MAYORS, INC., WASHINGTON, D.C.*DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT, WASHINGTON, D.C. ASSISTANT SECRETARY FOR POLICY DEVELOPMENT AND RESEARCH.
NOTES: FINAL REPT. 120P
MANPOWER, ECONOMIC SURVEYS, SUPPLY(ECONOMICS), SOUTH BEND(INDIANA), ELKHART(INDIANA), APPLICANTS, REGISTRATION, STATE AGENCIES, NTISHUDPOR
VOLUME 2 OF A TWO VOLUME REPORT ON EMPLOYMENT IN THE SOUTH BEND, INDIANA, REGION, CONSISTS OF TABULAR MATERIAL ON APPLICANTS REGISTERED WITH THE INDIANA EMPLOYMENT SECURITY OFFICES IN SOUTH BEND AND ELKHART FOR THE FISCAL YEAR JULY 1, 1975 - JUNE 30, 1976, CLASSIFIED BY OCCUPATION.
NTIS: PB-270 713/1ST NTIS PRICES PC A06/MF A01

3030 MEASURING EQUALITY BETWEEN THE SEXES 1976
DIXON, R.B.
JOURNAL OF SOCIAL ISSUES, VOL.32, NO.3, SUMMER 1976, P. 19-32. BIBLIOG. 31
DISCRIMINATION, EDUCATION, EEO, EMPLOYMENT, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, POLITICS, PSYCHOLOGY, SOCIAL CHANGE, SOCIAL ISSUES, WOMEN
PROPOSES AN ANALYTICAL FRAMEWORK FOR MEASURING PROGRESS TOWARD EQUALITY BETWEEN THE SEXES. A MODEL IS PRESENTED ON THE PREMISE THAT EQUALITY OCCURS ONLY WITH THE ABOLITION OF SOCIAL DIVISION OF LABOR BASED ON GENDER. THE STRUCTURAL RELATIONS BETWEEN SEXUAL RELATIONS, REPRODUCTION, SOCIALIZATION, POLITICAL DECISION MAKING AND EDUCATION AND ECONOMIC PRODUCTION DETERMINE THE EASE OF ACHIEVING EQUALITY.
MGMT: JSI76P0019

3031 MEASURING JOB VACANCIES, A FEASIBILITY STUDY IN THE ROCHESTER, N.Y. AREA. STUDIES IN BUSINESS ECONOMICS NO. 97. 67
MYERS, JOHN G.:CREAMER, DANIEL
NATIONAL INDUSTRIAL CONFERENCE BOARD, INC., NEW YORK, N.Y. FORD FOUNDATION, NEW YORK, N.Y.
NOTES: 297P.
EMPLOYMENT LEVEL, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT TRENDS, EVALUATION METHODS, FEASIBILITY STUDIES, LABOR FORCE, LABOR MARKET, MANPOWER UTILIZATION, MEASUREMENT TECHNIQUES, OCCUPATIONAL SURVEYS, POPULATION TRENDS, RESEARCH DESIGN, UNEMPLOYMENT, NEW YORK, ROCHESTER
PREVIOUS STUDIES OF MEASUREMENT OF EMPLOYMENT AND UNEMPLOYMENT HAVE BEEN CONDUCTED, BUT A SIMILAR STATISTICAL PROGRAM ON JOB VACANCIES COULD PROVIDE A MORE COMPLETE AND ACCURATE INSIGHT INTO THE CONDITION OF THE LABOR MARKET FOR EMPLOYERS, PLACEMENT AGENCIES, COUNSELORS, AND VOCATIONAL EDUCATION PLANNERS. THIS STUDY TESTED THE FEASIBILITY OF MEASURING JOB VACANCIES THROUGH THREE QUARTERLY SURVEYS OF SOME 400 EMPLOYERS IN THE ROCHESTER AREA IN 1965. A 99 PERCENT RESPONSE BY EMPLOYERS DEMONSTRATED THEIR WILLINGNESS TO PARTICIPATE IN A VOLUNTARY STATISTICAL REPORTING PROGRAM. THE DEFINITION OF A JOB VACANCY AS AN UNFILLED JOB THAT AN EMPLOYER IS ACTIVELY SEEKING TO FILL BY HIRING A PERSON OUTSIDE HIS ORGANIZATION WAS FOUND TO BE OPERATIONAL. MAJOR FINDINGS INCLUDED (1) THE TOTAL ESTIMATE OF EIGHT TO NINE THOUSAND JOB VACANCIES REPRESENTED ABOUT 3 PERCENT OF ALL JOBS IN THE COUNTRY, (2) THE SAMPLE SIZE OF 400 WAS ADEQUATE TO PROVIDE RELIABLE ESTIMATES OF VACANCIES, (3) THE ESTIMATED COST OF CONTINUING QUARTERLY COLLECTION OF JOB VACANCY DATA IN 146 MAJOR METROPOLITAN AREAS OF THE U.S. WAS $8 MILLION TO $9.5 MILLION PER YEAR. (CD)
ERIC: ED043726 NATIONAL INDUSTRIAL CONFERENCE BOARD, INC., 845 THIRD AVENUE, NEW YORK, NEW YORK 10022

3032 MEASURING THE REAL WORK FORCE 25 MILLION UNEMPLOYED SEP-OCT 72
GROSS, BERTRAM:MOSES, STANLEY
SOCIAL POLICY;3;3;5-10
UNEMPLOYMENT, EMPLOYMENT PATTERNS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, ECONOMIC FACTORS, LABOR FORCE NONPARTICIPANTS, LABOR MARKET, JOB MARKET, FULL EMPLOYMENT BILL OF 1945
ERIC: EJ061118

3033 MEASURING UNEMPLOYMENT AND VACANCIES 1975
HOLDEN, K.; PEEL, D.A.
INTERNATIONAL JOURNAL OF SOCIAL ECONOMICS, VOL.2, NO.3, 1975, P. 206-214. BIBLIOG. 7
COST, ECONOMICS, MEASUREMENT TECHNIQUES, QUANTITATIVE METHODS, SOCIAL COSTS, UNEMPLOYMENT
INSTEAD OF USING MERELY ABSOLUTE NUMBERS, THE LEVEL OF UNEMPLOYMENT CAN BE MEASURED BY USING A WEIGHTED SYSTEM BASED ON THE RELATIVE WAGE RATE WITHIN GENERAL OCCUPATIONAL CATEGORIES. INITIAL USE OF THIS SYSTEM, BASED ON RATHER SKETCHY DATA, SUGGESTS THAT THE TRUE ECONOMIC COST OF UNEMPLOYMENT MAY BE HIGHER THAN COSTS ESTIMATED ON THE BASIS OF TRADITIONAL MEASURES OF UNEMPLOYMENT.
MGMT: IJS7520206

3034 MEASURING WAGE AND OCCUPATIONAL DISCRIMINATION A COMPREHENSIVE APPROACH. INSTITUTE FOR RESEARCH ON POVERTY DISCUSSION PAPERS. AUG 76
BROWN, RANDALL S.:AND OTHERS
WISCONSIN UNIV., MADISON. INST. FOR RESEARCH ON POVERTY. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C.

(CONT.)

3034 NOTES: 30P.
EMPLOYMENT LEVEL, EMPLOYMENT PATTERNS, EMPLOYMENT PRACTICES, EMPLOYMENT QUALIFICATIONS, EQUAL OPPORTUNITIES (JOBS), FEMALES, LABOR PROBLEMS, MALES, MATHEMATICAL MODELS, MEASUREMENT, SALARY DIFFERENTIALS, SEX DISCRIMINATION, WAGES, WORKING WOMEN
MANY ECONOMISTS HAVE TRIED TO EXPLAIN EXISTING WAGE DIFFERENTIALS BETWEEN MEN AND WOMEN. A NEW APPROACH COMPARES THE RELATIVE IMPORTANCE OF OCCUPATIONAL DISCRIMINATION WITH THAT OF WAGE DISCRIMINATION. THIS MODEL ALLOWS FOR VARIATION BOTH IN OCCUPATIONAL DISTRIBUTION AND IN WAGES RESULTING FROM DIFFERENCES IN JOB QUALIFICATIONS AND PRODUCTIVITY INDICATORS. IT WAS DEMONSTRATED THAT THE USUAL APPROACH TO WAGE DISCRIMINATION IS A SPECIAL CASE OF THIS GENERAL MODEL WITH SOME RESTRICTIVE IMPLICIT ASSUMPTIONS. A MULTINOMIAL LOGIT MODEL WAS USED TO STIMULATE THE OCCUPATIONAL DISTRIBUTION OF WOMEN THAT WOULD EXIST IF THEY FACED THE SAME STRUCTURE OF OCCUPATIONAL DETERMINATION AS MEN. RESULTS INDICATE THAT THERE WOULD BE MORE WOMEN IN MANAGERIAL AND SKILLED LABOR JOBS AND FEWER WOMEN CLERICAL AND SERVICE WORKERS. WAGES WERE THEN ESTIMATED AS A FUNCTION OF PRODUCTIVITY MEASURES FOR MEN AND WOMEN IN EACH OCCUPATION SO THAT THE COMPONENTS OF THE WAGE DIFFERENTIAL COULD BE CALCULATED. RESULTS INDICATE THAT ALMOST THE ENTIRE DIFFERENTIAL COULD BE ELIMINATED BY ENDING BOTH FORMS OF DISCRIMINATION, WITH OCCUPATIONAL DISCRIMINATION ACCOUNTING FOR ONE-THIRD TO ONE-HALF OF THE DIFFERENTIAL AND PURE WAGE DISCRIMINATION THE REMAINDER. (WL)
ERIC: ED132432

3035 MEAT CUTTER (RET. TR.: WHOLE. TR.) 316.384--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. JUL 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 20P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FOOD STORES, JOB APPLICANTS, JOB SKILLS, MEAT, MEAT PACKING INDUSTRY, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, MEAT CUTTER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED072052

3036 MECHANICAL TECHNOLOGY-TECHNICAL INSTITUTE TRAINING 0-48. AND 0-67.--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. NOV 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, INSTITUTES (TRAINING PROGRAMS), JOB APPLICANTS, JOB SKILLS, MECHANICAL SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, MECHANICAL TECHNOLOGY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066483

3037 MEDICAL ASSISTANT (MEDICAL SER.) 079.386-022--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. OCT 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 18P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MEDICAL ASSISTANTS, NONPROFESSIONAL PERSONNEL, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE:

(CONT.)
3037 NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC; ED065561

3038 MEDICAL CORPSMEN AS A SOURCE OF CIVILIAN HEALTH MANPOWER FOR NEW JERSEY 1970
GOLDSTEIN, JOAN
NEW JERSEY STATE DEPT. OF HEALTH, TRENTON. COMPREHENSIVE HEALTH PLANNING AGENCY.
PUB. IN MEDICAL CARE V8 N3 P254-260 MAY-JUN 70.
NOTES; 7P
NEW JERSEY, HEALTH MANPOWER, HEALTH CARE UTILIZATION, HRP/N8C, HRP/MCA, HRP/Z9, HRP/N8AA, HRP/NMKA, HRPGEO/YNJ, HRPOCC/XF, REPRINTS, MILITARY MEDICINE, MEDICAL CORPSMEN, ALLIED HEALTH PERSONNEL, NTISHRANHP
THE PROBLEM OF FITTING RETURNING MEDICAL CORPSMEN INTO CIVILIAN HEALTH CAREERS IS DISCUSSED. BEFORE 1970, CORPSMEN WERE GRANTED NO EDUCATIONAL CREDIT FOR TRAINING OR EXPERIENCE GAINED IN THE MILITARY SERVICE. AS A RESULT OF THIS FACT AND THE FACT THAT MANY CORPSMEN WERE CONSCIENTIOUS OBJECTORS ROUTED INTO THE MEDICAL CORPS, FEW RETURNING CORPSMEN ENTERED CIVILIAN HEALTH TRAINING PROGRAMS. CORPSMEN ALSO FACED THE DIFFICULTY OF ENTERING THE PREDOMINANTLY FEMALE NUSING PROFESSION. SEVERAL PARAPROFESSIONAL PROGRAMS ARE LISTED, SUCH AS PHYSICIANS ASSISTANTS PROGRAMS, OFFERED BY COLLEGES AND UNIVERSITIES IN THE U.S. A DEMONSTRATION PROJECT PLACING POTENTIAL ASSISTANTS IN VARIOUS HEALTH SETTINGS FOR TWO OR THREE YEARS IS SUGGESTED TO EXAMINE THE BENEFITS OF EMPLOYING FORMER CORPSMEN. REFERENCES ARE PROVIDED.
NTIS; HRP-0002350/7ST NTIS PRICE NOT AVAILABLE NTIS

3039 MEDICAL RECORD TECHNICIANS AND CLERKS W 72
PLUNKERT, LOIS
OCCUPATIONAL OUTLOOK QUARTERLY;16;4;20-22
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROJECTIONS, EMPLOYMENT QUALIFICATIONS, MEDICAL RECORD TECHNICIANS, OCCUPATIONAL INFORMATION, RESOURCE MATERIALS, TECHNICAL OCCUPATIONS, TECHNOLOGICAL ADVANCEMENT, VOCATIONAL DEVELOPMENT
ERIC; EJ073638

3040 MEDICAL TECHNOLOGIST (MEDICAL SER.) 0-50.01--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. FINAL REPORT. APR 59
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES; 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MEDICAL TECHNOLOGISTS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC; ED062420

3041 MEDICAL-LABORATORY ASSISTANT (MEDICAL SER.) 078.381--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. SEP 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES; 14P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MEDICAL LABORATORY ASSISTANTS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB

(CONT.)
3041 PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066513

3042 MEETING MANPOWER SHORTAGES. A REVIEW OF REPORTED EXPERIENCE. SEP 67
SEE, JOZETTA M.
STATE UNIV. OF NEW YORK, ITHACA. SCHOOL OF INDUSTRIAL AND LABOR RELATIONS AT CORNELL UNIV.
NOTES: 33P.
CONSTRUCTION INDUSTRY, DISADVANTAGED GROUPS, EMPLOYMENT PRACTICES, JOB TRAINING, LABOR MARKET, LABOR UNIONS, MANUFACTURING INDUSTRY, PROGRAMS, RECRUITMENT, SKILLED OCCUPATIONS, SKILLED WORKERS
THIS REPORT PROVIDES A BRIEF BACKGROUND ACCOUNT OF THE TIGHTER LABOR MARKETS OF 1965 AND 1966 AND REVIEWS RECENT PUBLISHED MATERIALS AND DOCUMENTS BEARING ON THE VARIOUS WAYS BUSINESS AND INDUSTRY RESPONDED TO SHORTAGES OF SKILLED WORKERS, PARTICULARLY IN THE CONSTRUCTION AND MANUFACTURING INDUSTRIES. DISCUSSION OF CHANGES IN HIRING PRACTICES AND POLICIES INCLUDES (1) ATTRACTION OF NEW EMPLOYEES THROUGH UNUSUAL ADVERTISING, BOUNTY PAYMENTS, AND SPECIAL INDUCEMENTS, (2) IMPORTATION OF WORKERS, (3) WIDENING OF THE HIRING RANGE TO INCLUDE WOMEN, TEENAGERS, MINORITY GROUPS, PHYSICALLY DISABLED AND MENTALLY RETARDED. DISCUSSION OF EXPANDED TRAINING PROGRAMS INCLUDES TRAINING OFFERED BY PRIVATE INDUSTRY, LABOR UNIONS AND GOVERNMENT, INDIVIDUALLY AND UNDER JOINT OR COMMUNITY PROGRAMS. TRAINING OF THE OCCUPATIONALLY DISADVANTAGED IS CITED, BUT ATTENTION IS DRAWN TO THE NEGLIGIBLE IMPACT ON THE HARD-CORE POOR. OTHER ALTERNATIVES CITED FOR MEETING SHORTAGES INCLUDE THE LONGER WORK WEEK, MULTIPLE JOB HOLDING, FARMING OUT WORK, RENTING EMPLOYEES, REDESIGNING THE JOB, CHANGING THE WORK ENVIRONMENT, AND CHANGING TECHNOLOGY AND PLANT LOCATION. A 29-ITEM BIBLIOGRAPHY IS INCLUDED. (RT)
ERIC: ED022093 NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS, CORNELL UNIVERSITY, ITHACA, NEW YORK 14850. ($2.00)

3043 MEETING THE GOVERNMENTS AFFIRMATIVE ACTION PROGRAM AND EEO POLICY-A MANAGEMENT SYSTEM NOV 72
SMITH, CHARLES M.:VAN DE WATER, JOHN R.
TRAINING AND DEVELOPMENT JOURNAL:26:11:44-9
CULTURALLY DISADVANTAGED, EQUAL OPPORTUNITIES (JOBS), MANAGEMENT SYSTEMS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MINORITY GROUPS, MINORITY ROLE, SOCIALLY DISADVANTAGED, SYSTEMS APPROACH
PRESENTS A MANAGEMENT SYSTEM THAT HAS BEEN FOUND TO BRIDGE THE GAP BETWEEN CULTURALLY DIFFERENT EMPLOYEES AND THE POSITIONS THEY SHOULD COME TO HOLD. (AUTHOR)
ERIC: EJ067973

3044 MEN WANT WORK. REPORT TO THE UNITED STATES DEPARTMENT OF LABOR, OFFICE OF MANPOWER AUTOMATION AND TRAINING. DEC66
LOLLIS, DAVID L.
COUNCIL OF THE SOUTHERN MOUNTAINS, INC., BEREA, KY.
NOTES: 63P.
ADULT BASIC EDUCATION, BUSINESS, COMMUNITY ACTION, COUNSELING SERVICES, CULTURAL ISOLATION, ECONOMIC DEVELOPMENT, EMPLOYMENT OPPORTUNITIES, EVALUATION, FEDERAL PROGRAMS, INDIGENOUS PERSONNEL, INTERAGENCY COOPERATION, LABOR MARKET, LOW RENT HOUSING, MANPOWER DEVELOPMENT, ON THE JOB TRAINING, POVERTY PROGRAMS, RURAL AREAS, SKILLED OCCUPATIONS, SUBPROFESSIONALS, WORK STUDY PROGRAMS, YOUTH PROGRAMS, APPALACHIA, ECONOMIC OPPORTUNITY ACT, MANPOWER DEVELOPMENT AND TRAINING ACT
THE COUNCIL OF THE SOUTHERN MOUNTAINS MADE A ONE-YEAR STUDY OF THE MANPOWER DEVELOPMENT AND TRAINING ACT IN APPALACHIA AND HELPED ESTABLISH THE YOUTH, EDUCATION, JOB DEVELOPMENT, WORK EXPERIENCE, VISTA, AND ON THE JOB TRAINING PROGRAMS WHICH ARE REVIEWED AND EVALUATED IN THIS REPORT. IT WAS CONCLUDED THAT--(1) MEN WANT JOBS, (2) WHILE UNFILLED JOBS EXIST IN BUSINESS THROUGHOUT APPALACHIA, TRAINED WORKERS ARE NOT AVAILABLE, AND (3) THERE ARE UNMET NEEDS IN WELFARE, EDUCATION, HEALTH, AND PUBLIC FACILITIES. IT IS RECOMMENDED THAT FUTURE MANPOWER WORK IN THE AREA CENTER AROUND THREE PROGRAMS--(1) ON THE JOB TRAINING, TO INCLUDE MATCHING JOBS WITH THE UNEMPLOYED AND PROVIDING AID IN PLANNING TRAINING PROGRAMS, COUNSELING SERVICES FOR TRAINEES, HELP TO BUSINESS IN DEVELOPING MARKETS, AND COMMUNITY ACTION PROGRAMS TO INVOLVE THE POOR IN SOCIAL CHANGE, (2) NEW CAREERS, TO INCLUDE THE TRAINING OF INDIGENOUS UNEMPLOYED FOR NONPROFESSIONAL JOBS IN WELFARE, EDUCATION, AND HEALTH SERVICES, AND (3) DIRECT EMPLOYMENT OF THE POOR IN CONSERVATION, ROAD CONSTRUCTION, AND BEAUTIFICATION. (DOCUMENT INCLUDES A DESCRIPTION OF THE TRAINING PROGRAM OF A NEW INDUSTRY--IRON MOUNTAIN STONEWARE, CASE HISTORIES, AND A REPORT, INCLUDING TABLES, OF THE SPECIAL VALUE OF ON-THE-JOB TRAINING IN RURAL AREAS.) (AJ)
ERIC: ED014640

3045 MEN WHO ENTER NURSING A SOCIOLOGICAL ANALYSIS. 70
AUSTER, DONALD:AUSTER, NANCY R.
SAINT LAWRENCE UNIV., CANTON, N. Y. NATIONAL INSTITUTES OF HEALTH (DHEW), BETHESDA, MD. DIV. OF NURSING.
NOTES: 666P.
CAREER CHOICE, FEMALES, MALES, MEDICAL EDUCATION, NURSES, NURSING, QUESTIONNAIRES, RECRUITMENT, STUDENT ATTITUDES, SURVEYS, WORK ATTITUDES

(CONT.)

3045 LITTLE IS KNOWN ABOUT THE RELATIONSHIP BETWEEN THE CHOICE OF A SEX DISCREPANT OCCUPATION AND THE SELECTION OF A NURSING CAREER, ATTITUDES TOWARD TRAINING, AND PROFESSIONAL SOCIALIZATION. THE RESEARCH DESIGN INCLUDED A CROSS-SECTIONAL ATTITUDE SURVEY OF BOTH BEGINNING AND ADVANCED NURSING SCHOOL STUDENTS. DATA WERE OBTAINED FROM A GROUP-ADMINISTERED QUESTIONNAIRE ON 335 MEN AND 508 WOMEN IN 32 DEGREE-GRANTING INSTITUTIONS WHICH DIFFERED IN SIZE, LOCATION, AND SOURCE OF SUPPORT. THE FINDINGS SUGGEST THAT RECRUITING WOULD BE MOST PRODUCTIVE IN LOWER SOCIOECONOMIC STRATA, IN SMALL TOWNS AND RURAL AREAS, AND BY MALE RECRUITERS VISITING HIGH SCHOOLS. MASS MEDIA COMMUNICATIONS SHOULD STRESS NURSING ASPECTS MOST LIKELY TO APPEAL TO MEN PROFESSIONALISM, LEADERSHIP, ADMINISTRATION, SCIENCE, AND TECHNOLOGY. ATTRACTING THE DISCHARGED VETERAN REQUIRES INTENSE EFFORTS. MEN PRESENT A PROBLEM FOR NURSING FACULTIES IN THAT WHILE THEY VIEW THEMSELVES SUPERIOR TO WOMEN, THEY PLACE LESS VALUE ON HARD WORK AND WERE POORER STUDENTS IN HIGH SCHOOL. MEN IN THEIR TWENTIES MAY REQUIRE A STIPEND AND WILL DO BEST IN THE PERMISSIVE ATMOSPHERE OF A COLLEGE. (NTIS)
EPIC: ED112026 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (ORDER NO. PB-240-389: MC-$15.25: MF-$2.25)

3046 MEN, WOMEN SPEAK OUT ON MDTA TRAINING 69 WINTER
THE OPEN DOOR;5:1:10-13
FINANCIAL SUPPORT, JOB TRAINING, JUNIOR COLLEGES, MANPOWER DEVELOPMENT, TRADE AND INDUSTRIAL EDUCATION, VOCATIONAL EDUCATION
EPIC: EJ009807

3047 MENDER (TEXTILE) 782.884: BURLER (TEXTILE) 689.684 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY, NOV 55
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FINISHING, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, BURLER (TEXTILE), GATB, GENERAL APTITUDE TEST BATTERY, MENDER (TEXTILE)
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
EPIC: ED060114

3048 MENTAL HEALTH AND MANPOWER EMPLOYMENT ADJUSTMENT FOR PSCHIATRIC PATENTS, MDTA EXPERIMENTAL AND DEMONSTRATION FINDINGS. JAN 68
COLORADO STATE UNIV., FT. COLLINS.: FORT LOGAN MENTAL HEALTH CENTER, DENVER, COLO. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 19P.
EMPLOYMENT, EMPLOYMENT PATTERNS, EXPERIMENTAL PROGRAMS, JOB PLACEMENT, JOB TENURE, ON THE JOB TRAINING, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, VOCATIONAL REHABILITATION, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA PROGRAMS
WORK AS THERAPY IS INCREASINGLY SUGGESTED AS A MEANS OF HELPING THE PATIENT TO DEVELOP AND MAINTAIN STRONGER BONDS WITH THE COMMUNITY. THE GOAL OF A 44-MONTH PROJECT, OF WHICH THE INITIAL 20-MONTH PERIOD IS REPORTED, IS TO DEVELOP MANPOWER PROGRAMING KNOWLEDGE TO MEET THE VOCATIONAL DEVELOPMENT NEEDS OF MENTAL PATIENTS AND TO EVALUATE THE MANPOWER POTENTIAL OF THIS LABOR POOL. THE PROJECT PROVIDED VOCATIONAL COUNSELORS TO PARTICIPATE ON SEVERAL OF FORT LOGANS EIGHT PSYCHIATRIC TEAMS WHICH SERVED 800 PATIENTS, OF WHOM ONLY A SMALL PERCENTAGE WERE UNDER 24-HOUR CARE. DURING THIS INITIAL PERIOD, 479 PATIENTS WERE SERVED IN SOME WAY BY THE PROJECT AND 236 WERE PLACED ON TRAINING OR ON JOBS. IT WAS CONCLUDED THAT A REASONABLE PROPORTION OF PERSONS TREATED FOR MAJOR MENTAL ILLNESSES CAN RETURN TO WORK, SOME IN SPITE OF IMMENSE RESIDUAL EMOTIONAL HANDICAPS, AND IT WAS ESTIMATED THAT 90 PERCENT COULD BENEFIT FROM VOCATIONAL COUNSELING AND REHABILITATION SERVICES. INTEGRATION OF THE VOCATIONAL COUNSELOR ON THE THERAPEUTIC TEAM INCREASES THE COUNSELORS SENSITIVITY TO THE PATIENTS THERAPEUTIC NEEDS AND THE HOSPITALS SENSITIVITY TO HIS VOCATIONAL NEEDS. PERSONAL AND HONEST COMMUNICATION WITH EMPLOYERS IS RECOMMENDED. (JK)
EPIC: ED026466

3049 MENTAL HEALTH CARE IN THE WORLD OF WORK: NEW HORIZONS FOR MENTAL HEALTH PROFESSIONALS, REHABILITATION COUNSELORS, TRADE UNIONISTS, MANAGEMENT REPRESENTATIVES, AND ALL THOSE CONCERNED WITH SERVICES TO WORKING MEN AND WOMEN. 73
WEINER, HYMAN J.:AND OTHERS
SIDNEY HILLMAN HEALTH CENTER, NEW YORK, N.Y. NATIONAL INST. OF MENTAL HEALTH (DHEW), BETHESDA, MD.: REHABILITATION SERVICES ADMINISTRATION (DHEW), WASHINGTON, D.C.
NOTES: 192P.

(CONT.)

3049 BLUE COLLAR OCCUPATIONS, CLINICAL DIAGNOSIS, COMMUNITY RESOURCES, DELIVERY SYSTEMS, DEMONSTRATION PROJECTS, EMPLOYMENT QUALIFICATIONS, INTERAGENCY COOPERATION, INTERAGENCY COORDINATION, LABOR UNIONS, MENTAL HEALTH, MENTAL HEALTH CLINICS, MENTAL HEALTH PROGRAMS, MENTAL ILLNESS, PERSISTENCE, PERSONNEL MANAGEMENT, PROGRAM DESCRIPTIONS, PSYCHOTHERAPY, SEMISKILLED WORKERS, SOCIAL SCIENCE RESEARCH, WORK ENVIRONMENT
THE BOOK PRESENTS IMPORTANT AND INNOVATIVE ASPECTS OF USING THE WORK SETTING AS A VEHICLE FOR FINDING WORKERS IN PSYCHOLOGICAL/SOCIAL TROUBLE (AN ESTIMATED QUARTER OF ANY WORK FORCE AT ANY TIME) AND HELPING THEM STAY ON THE JOB. IT DESCRIBES A FOUR-YEAR DEMONSTRATION PROJECT IN WHICH A PIONEERING TEAM OF RESEARCHERS COMBINED THE RESOURCES OF TRADE UNION, MANAGEMENT, AND ANCILLARY ORGANIZATIONS (AN OUTPATIENT MEDICAL CLINIC, AN INSURANCE COMPANY, AND COMMUNITY MENTAL HEALTH PROGRAMS) TO ENABLE A LARGE PORTION OF 293 GARMET WORKERS WITH EMOTIONAL PROBLEMS OR MENTAL ILLNESS TO CONTINUE THEIR EMPLOYMENT, BY RESTRUCTURING BOTH TREATMENT GOALS AND THE WORK ENVIRONMENT. FOUR SPECIFIC QUESTIONS SHAPED THE DEMONSTRATION (1) HOW TO LOCATE PEOPLE AT WORK WHO SUFFER FROM EMOTIONAL PROBLEMS; (2) HOW TO ENGAGE AND SUSTAIN THE WORKERS INVOLVEMENT IN TREATMENT; (3) WHAT IS THE NATURE OF TREATMENT AND HOW DOES PROVIDING IT WITHIN THE WORK SETTING INFLUENCE IT AND (4) WHAT SHOULD BE THE LABOR DIVISION AMONG PATIENT, CLINICIAN, WORK REPRESENTATIVES, AND COMMUNITY AGENCIES. CLOSING CHAPTERS PRESENT RESEARCH DATA AND CONCLUSIONS MENTAL HEALTH PROFESSIONALS STATIONED IN THE WORK SETTING AS A NETWORK HUB CAN INCREASE WORKERS SURVIVAL RATE, BUT SUBSTANTIAL CHANGES IN CLINICAL TECHNOLOGY AND SERVICE DELIVERY SYSTEMS ARE REQUIRED. (AJ)
ERIC: ED117333 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (ORDER NO. PB-243-208; MF $2.25, HC $7.00)

3050 MENTAL HEALTH IN THE JOB CORPS AN EXPLORATION OF THE ROLE OF THE MENTAL HEALTH WORKER IN PROGRAMS OF EDUCATION AND TRAINING MAR 70
MACHT, LEE B.; AND OTHERS
MENTAL HEALTH DIGEST;2;3;5-8
CRISIS THERAPY, JOB TRAINING, MENTAL HEALTH, MENTAL HEALTH PROGRAMS, PSYCHIATRIC AIDES, PSYCHIATRIC SERVICES, PSYCHIATRISTS, VOCATIONAL EDUCATION, JOB CORPS
ERIC: EJ026941

3051 MENTAL RETARDATION. 67
BAUMEISTER, ALFRED A., ED.
NOTES: 419P.
BEHAVIOR, BEHAVIOR CHANGE, CLINICAL DIAGNOSIS, COMMUNICATION PROBLEMS, ENVIRONMENTAL INFLUENCES, EXCEPTIONAL CHILD EDUCATION, IDENTIFICATION, INSTITUTIONAL PERSONNEL, INTERDISCIPLINARY APPROACH, LEARNING CHARACTERISTICS, MENTALLY HANDICAPPED, PARENT COUNSELING, PERSONALITY, PROGRAMED INSTRUCTION, PSYCHOLOGICAL EVALUATION, PSYCHOTHERAPY, PUBLIC SCHOOLS, TEACHING METHODS, VOCATIONAL EDUCATION
THIRTEEN PAPERS BY DIFFERENT AUTHORS CONSIDER THE APPLICATION OF RESEARCH FINDINGS AND THEORETICAL FORMULATIONS TO THE PRACTICAL APPRAISAL AND TREATMENT OF MENTAL RETARDATION. ALL SUGGEST METHODS FOR SHAPING APPROPRIATE AND ADAPTIVE BEHAVIORS IN RETARDED INDIVIDUALS. THE PAPERS INCLUDE DEFINITION, DIAGNOSIS, AND CLASSIFICATION BY O.W. BRISON, THE MULTIDISCIPLINARY APPROACH TO MENTAL RETARDATION BY R. KOCH, PERCEPTUAL, CONCEPTUAL, AND PSYCHOLINGUISTIC EVALUATION OF THE MENTALLY RETARDED CHILD BY R.M. ALLEN AND R.W. JONES, PERSONALITY EVALUATION BY R.L. CROMWELL, SPEECH, LANGUAGE, AND HEARING OF THE MENTALLY RETARDED BY C.E. WEBB AND S. KIRK, AND THE ROLE OF ENVIRONMENTAL FACTORS IN THE TREATMENT OF INSTITUTIONALIZED MENTAL RETARDATES BY E.C. BUTTERFIELD. FURTHER PAPERS ARE PSYCHOTHERAPY AND OTHER ADJUSTMENT TECHNIQUES WITH THE MENTALLY RETARDED BY I. BIALER, LEARNING ABILITIES OF THE MENTALLY RETARDED BY A.A. BAUMEISTER, PROGRAMMED INSTRUCTION FOR RETARDED CHILDREN BY L.F. MALPASS, VOCATIONAL PREPARATION AND OCCUPATION BY W. WOLFENSBERGER, PUBLIC SCHOOL PROGRAMS FOR THE MENTALLY RETARDED BY W.C. FITZGIBBON, THE CHARACTERISTICS, SELECTION, AND TRAINING OF INSTITUTION PERSONNEL BY E.C. BUTTERFIELD, AND COUNSELING THE PARENTS OF THE RETARDED BY W. WOLFENSBERGER. (DF)
ERIC: ED026173 ALDINE PUBLISHING COMPANY, 320 WEST ADAMS STREET, CHICAGO, ILLINOIS 60606 ($12.50).

3052 MERCHANDISE PACKER (ANY IND.) 9-68.30--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. NOV 59
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED WORKERS, GATB, GENERAL APTITUDE TEST BATTERY, MERCHANDISE PACKERS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062429

3053 MERCHANGE OF LABOR. THE MEXICAN BRACERO STORY. 64
GALARZA, ERNESTO
NOTES: 284P.
AGRICULTURAL LABORERS, BRACERO PROGRAMS, BRACEROS, CULTURAL DIFFEFENCES, ECONOMIC DISADVANTAGEMENT, ECONOMIC FESEARCH, EMPLOYMENT PRACTICES, FARM LABOR, LABOR PROBLEMS, LEGISLATION, MIGRANT WORKERS, SEASCNAL LABOR
THE SUBJECT OF THIS STUDY IS THE MORE OR LESS SEASONAL INFLUX OF MEXICAN (BRACERO) LABORERS TO WORK IN AGRICULTURE IN CALIFORNIA BETWEEN 1942 AND 1960. THE MIGRATION BEGAN AS A JOINT EFFORT BETWEEN THE GOVERNMENTS OF MEXICO AND THE UNITED STATES TO EASE THE MANPOWER SHORTAGE CREATED BY WORLD WAR II. DIRE NEEDS OF THESE MIGRANTS, AND THEIR WILLINGNESS TO WORK FOR WAGES SCORNED BY NATIVE AMERICANS, MACE THEM AN ATTRACTIVE LABOR POOL FOR SOUTHWESTERN AND WESTERN AGRICULTURE. THE UNORGANIZED DRIFT OF BRACERO LABOR BECAME A VAST ADMINISTERED MIGRATION THAT UNFORTUNATELY ALSO GAVE RISE TO MANY PROBLEMS. IT LED TO CORRUPTION AND TO THE EXPLOITATION OF HUMAN BEINGS ON BOTH SIDES OF THE BORDER. CONGRESSIONAL ATTEMPTS TO END THE PROGRAM CAME UNDER PRESSURE FROM AMERICAN EMPLOYERS AND THE MEXICAN GOVERNMENT TO EXTEND IT FOR ADDITIONAL PERIODS OF TIME. IN THIS 6-PART HISTORICAL, POLITICAL, SOCIOLOGICAL, AND ECONOMIC TREATISE, AN ANALYSIS OF THE BRACERO SYSTEM PROVIDES PERSPECTIVE BUT DOES NOT CONCLUDE THE BRACERO STORY. (EJ)
ERIC: ED044208 MCNALLY + LOFTIN, PUBLISHERS, BOX 1316, SANTA BARBARA, CALIFORNIA 93102 ($2.95)

3054 MERIT PROMOTION AND EQUAL EMPLOYMENT OPPORTUNITY 1977
KEMPE, R.
THE GAO REVIEW, VOL.11, NO.1, WINTER 1977, P. 80-82.
EEO, HUMAN RESOURCE DEVELOPMENT, MINORITIES, PERFORMANCE, PROMOTION, PUBLIC ADMINISTRATION
MERIT PROMOTION AND EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS DO NOT NEED TO CONFLICT. EEO SHOULD BE USED TO PREPARE MINORITIES FOR PROMOTION.
MGMT: GAO77-0050

3055 MERIT SYSTEMS HIRING THE DISADVANTAGED. APR 70
WILSON, MICHAEL
SOCIAL DEVELOPMENT CORP., WASHINGTON, D.C.
NOTES: 19P.
AGENCIES, BIBLIOGRAPHIES, DISADVANTAGED GROUPS, EMPLOYMENT, EMPLOYMENT QUALIFICATIONS, GOVERNMENT (ADMINISTRATIVE BODY), HUMAN SERVICES, JOB DEVELOPMENT, PERSONNEL SELECTION, RECRUITMENT, SUBPROFESSIONALS, TESTING, TRAINING, NEW CAREERS, WORKER TRAINEE EXAMINATION
PREPARED UNDER AUTHORITY OF THE ECONOMIC OPPORTUNITY ACT, THIS NEW CAREERS MANUAL DEALS LARGELY WITH SPECIFIC PERSONNEL FUNCTIONS IN WHICH MANPOWER PROJECT DIRECTORS AND STAFF MEMBERS CAN WORK CLOSELY WITH GOVERNMENT OFFICIALS--STATE AND LOCAL AS WELL AS FEDERAL--TO ALTER PUBLIC SERVICE MERIT SYSTEM REQUIREMENTS AS THEY AFFECT DISADVANTAGED GROUPS. SUCH ASPECTS AS JOB REDESIGN, RECRUITMENT, TRAINING, EXAMINATIONS AND WRITTEN TESTS, ALTERNATIVE SELECTION METHODS, AND ELIGIBILITY STANDARDS IN GENERAL, ARE DISCUSSED. NINE REFERENCES ARE INCLUDED. (LY)
ERIC: ED042114 SOCIAL DEVELOPMENT CORP., 1717 MASSACHUSETTS AVE., N.W., WASHINGTON, D.C. 20036

3056 MERRILL TRUST FUNC TO IMPROVE THE EMPLOYMENT OPPORTUNITIES OF THE MIGRANT FARM WORKERS OF MEXICAN ORIGIN.
WAGNER, JOHN A.
BISHOPS COMMITTEE FOR THE SPANISH SPEAKING, SAN ANTONIO, TEX.
NOTES: 29P.
ECONOMIC OPPORTUNITIES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, INFORMATION DISSEMINATION, MIGRANT WORKERS, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, SAN ANTONIO, SPANISH SPEAKING
A PILOT PROJECT IN SOUTHCENTRAL TEXAS CONDUCTED BY THE BISHOPS COMMITTEE FOR THE SPANISH-SPEAKING (BCSS) IS AIMED AT IMPROVING THE ECONOMIC CONDITION OF THE MIGRANT. OBJECTIVES ARE TO PROVIDE COUNSEL FOR THE MIGRANT BEFORE HE BEGINS HIS ANNUAL MIGRATION, TO HELP WORKERS LEAVING THE MIGRANT STREAM TO MAKE ORDERLY TRANSITION TO INDUSTRIAL EMPLOYMENT, TO DEVELOP OPPORTUNITIES FOR VARIOUS TRAINING PROGRAMS, TO ESTABLISH A GOOD WORKING CLIMATE BETWEEN THE BCSS OFFICE AND THE MIGRANTS, AND TO ASSIST WITH INDIVIDUAL PROBLEMS. SOCIOLOGY STUDENTS AT A LOCAL UNIVERSITY ASSISTED IN INTERVIEWING MIGRANTS, AND IN COMPILING AND ANALYZING THE DATA FROM THE THOUSANDS OF MIGRANTS. WAYS IN WHICH INDIVIDUALS AND ORGANIZATIONS CAN PARTICIPATE ARE LISTED--INDIVIDUALS AND EMPLOYERS CAN ADVISE EMPLOYEES AND PERSONNEL OF THE SERVICE, CHURCHES CAN HELP MIGRATORY WORKERS IN THEIR COMMUNITIES, SCHOOLS CAN GIVE GUIDANCE AND VOCATIONAL TRAINING, COLLEGES AND UNIVERSITIES CAN OFFER TO SOCIOLOGY STUDENTS COURSES PERTAINING TO MIGRANTS, CIVIC ORGANIZATIONS CAN INFORM THEIR MEMBERS ABOUT THE PROBLEMS OF MIGRANTS AND ABOUT THE BCSS, NEWSPAPERS, RADIO AND TV CAN INFORM THE PUBLIC, AND COMMUNITIES CAN DEVELOP ACTION THAT WOULD BE BENEFICIAL TO ALL CONCERNED. PHOTOGRAPHS OF THE PROJECT, AN EMPLOYMENT REFERRAL SERVICE MANUAL, RECOMMENDATIONS FOR JOB CANDIDATES, AND A SUMMARY OF AN EMPLOYMENT OPPORTUNITIES QUESTIONNAIRE ARE INCLUDED.
ERIC: ED002680

3057 METAL-CHAIR ASSEMBLER (FURN.) II 6-36.275--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.

(CONT.)

3057 APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, METAL WORKING OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, METAL CHAIR ASSEMBLER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063390

3058 METALLURGICAL TECHNOLOGY - TECHNICAL INSTITUTE TRAINING 0-67--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. NOV 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, INSTITUTES (TRAINING PROGRAMS), JOB APPLICANTS, JOB SKILLS, METALLURGY, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TECHNOLOGY, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE EVALUATION SAMPLE IS INCLUDED. (AG)
ERIC: ED066486

3059 A METHOD FOR THE ESTABLISHMENT OF EFFECTIVE MOS CONTROL LIMITS JUN 67
BLOZAN, CARL F.
RESEARCH ANALYSIS CORP MCLEAN VA
CONTRACT NO. DA-44-188-ARO-1
DISTRIBUTION LIMITATION NOW REMOVED.
NOTES: RAC-007.102
MANPOWER, MANAGEMENT PLANNING AND CONTROL, MILITARY PERSONNEL, JOB ANALYSIS, MILITARY OCCUPATIONAL SPECIALTY, MOS(MILITARY OCCUPATIONAL SPECIALTY), NTISDODXD
THIS PAPER PRESENTS THE RESULTS ON AN ANALYSIS OF THE IMPACT OF RANDOM EVENTS ON THE PLANNING AND PROGRAMMING OF MILITARY OCCUPATION SPECIALTY (MOS) STRENGTHS. A METHODOLOGY AND MODEL ARE DESCRIBED THAT CAN BE USED BY MANPOWER PLANNERS FOR DETERMINING THE LEVEL OF SCHOOL TRAINING REQUIRED TO SUSTAIN MOS STRENGTHS AT A SPECIFIED AUTHORIZATION. THIS ANALYTIC TECHNIQUE PROVIDES MOS PRODUCTION CONTROLLERS WITH A METHOD OF ESTABLISHING MANAGEMENT CONTROL LEVELS FOR EXCEPTION REPORTING OF UNDERSTRENGTH AND OVERSTRENGTH MOSS. (AUTHOR)
NTIS: AD-833 158/9ST NTIS PRICES PC A03/MF A01

3060 A METHODOLOGICAL APPROACH TO IDENTIFICATIN AND CLASSIFICATION OF CERTAIN TYPES OF INACTIVE WORK-SEEKERS 22 OCT 65
LIEBMAFSKY, E. E.
HOUSTON UNIV., TEX. CENTER FOR RESEARCH IN BUSINESS AND ECONOMICS.
CONTRACT NO. DL-81-42-04
NOTES: FINAL REPT. 136P
MANPOWER STUDIES, EMPLOYMENT, INTERVIEWS, MINORITY GROUPS, ETHNIC GROUPS
PUBLIC CONCERN WITH THE PROBLEM OF UNEMPLOYMENT AND WITH THE FULL UTILIZATION OF MANPOWER IN THE UNITED STATES, AS EXPRESSED IN THE EMPLOYMENT ACT OF 1946, HAS BEEN FURTHER REFLECTED IN THE PASSAGE OF THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962. WHILE THE EMPLOYMENT ACT OF 1946 ESTABLISHED FEDERAL RESPONSIBILITY FOR CREATING AND MAINTAINING CONDITIONS TO PROMOTE MAXIMUM EMPLOYMENT, THE MANPOWER DEVELOPMENT AND TRAINING ACT REQUIRED THE FEDERAL GOVERNMENT TO DEVELOP AND APPLY INFORMATION AND METHODS NEEDED TO PERMIT FULL UTILIZATION OF THE NATIONS LABOR FORCE. IN THE UNITED STATES, THEN, FEDERAL POLICY IS DIRECTED TOWARD CREATING CONDITIONS WHICH WILL PERMIT EVERY WORKER TO DEVELOP AND USE HIS ABILITIES TO A MAXIMUM. IT WAS THE ORIGINAL PURPOSE OF THIS STUDY TO DEVELOP NEW KNOWLEDGE, PARTICULARLY WITH RESPECT TO METHODOLOGY, WHICH WOULD PERMIT A BETTER UNDERSTANDING OF WHY SOME MALES WITHDRAW FROM, OR REFRAIN FROM ENTERING, THE NATIONS LABOR FORCE. CLEARLY, NON-PARTICIPATION IN THE LABOR FORCE BY MALES, WHO, ACCORDING TO GENERALLY ACCEPTED CRITERIA, WOULD BE EXPECTED TO ENGAGE IN

(CONT.)
3060 ECONOMIC ACTIVITY, RESULTS IN UNDERUTILIZATION OF HUMAN RESOURCES. (AUTHOR)
NTIS: PB-177 430 CFSTI PRICES PC$6.00 MF$0.95

3061 A METHODOLOGICAL APPROACH TO IDENTIFICATION AND CLASSIFICATION OF CERTAIN TYPES OF INACTIVE WORK-SEEKERS. FINAL REPORT. 22 OCT 65
LIEBHAFSKY, E.E.;AND OTHERS
HOUSTON UNIV., TEX. CENTER FOR RESEARCH IN BUSINESS AND ECONOMICS. OFFICE OF MANPOWER, AUTOMATION, AND TRAINING (DOL), WASHINGTON, D.C.
NOTES: 136P.
EMPLOYMENT PROBLEMS, INTERVIEWS, LABOR FORCE NONPARTICIPANTS, NEGROES, QUESTIONNAIRES, RESEARCH NEEDS, RESEARCH PROBLEMS, WORK ATTITUDES, HOUSTON, TEXAS
IN AN ATTEMPT TO SECURE A BETTER UNDERSTANDING OF WHY SOME MALES WITHDRAW OR REFRAIN FROM ENTERING THE NATIONS LABOR FORCE, 99 VOLUNTEERS WERE INTERVIEWED TO (1) IDENTIFY BY NAME AND ADDRESS, MEN WHO ARE NOT IN THE LABOR FORCE BUT WHO, UNDER SOME CIRCUMSTANCES, WOULD WANT TO WORK, AND (2) DEVELOP TECHNIQUES FOR IDENTIFYING ECONOMIC, SOCIAL, AND PSYCHOLOGICAL REASONS UNDERLYING LABOR FORCE NON-PARTICIPATION. OF THOSE INTERVIEWED, EIGHT WERE CLASSIFIED AS NOT IN THE LABOR FORCE. RESEARCH HYPOTHESES WERE (1) PROTRACTED, UNSUCCESSFUL JOB SEARCHES, RESTRICTION OF PAST EMPLOYMENT TO LOW-SKILL AND LOW-STATUS OCCUPATIONS AMONG OLDER UNEMPLOYED WORKERS, INADEQUATE SKILLS OR EDUCATION OF OUT-OF-SCHOOL YOUNGSTERS, AND/OR RACIAL DISCRIMINATION MAY PRODUCE DISCOURAGEMENT AND ABANDONMENT OF ACTIVE SEARCHING, AND (2) A NON-WORKING MALE MAY BE CLASSIFIED AS NOT IN THE LABOR FORCE ONLY BECAUSE HE DOES NOT KNOW HOW TO LOOK FOR WORK. RECOMMENDATIONS INCLUDED (1) FURTHER ANALYSIS OF THE FORCES WHICH RELATE TO THE EMPLOYMENT, UNEMPLOYMENT, AND WITHDRAWAL FROM THE LABOR FORCE OF NEGRO MALES, AND (2) STUDY OF ONE METROPOLITAN AREA BASED UPON INTERVIEWS OF SEVERAL HUNDRED NEGRO MALES. THE APPENDIX CONTAINS TABLES, RECOMMENDATIONS FOR STUDY, SOCIAL-PSYCHOLOGICAL VARIABLES, INTERVIEW SCHEDULE DEVELOPMENT, AND THE INTERVIEW SCHEDULE UTILIZED. (DM)
ERIC: ED033192 CENTER FOR RESEARCH IN BUSINESS AND ECONOMICS, UNIVERSITY OF HOUSTON, CULLEN BOULEVARD, HOUSTON, TEXAS 77004 ($3.00)

3062 METHODOLOGICAL CONSIDERATIONS IN EVALUATIVE RESEARCH INVOLVING DISADVANTAGED POPULATIONS: A STUDY OF THE EFFECTIVENESS OF SELECTED OUT-OF-SCHOOL NEIGHBORHOOD YOUTH CORPS PROGRAMS. MAY 68
WALTHER, REGIS H.
GEORGE WASHINGTON UNIV., WASHINGTON, D.C. SOCIAL RESEARCH GROUP. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. DOL-41-7-004-9
NOTES: 34P.
CONTROL GROUPS, DATA COLLECTION, DISADVANTAGED GROUPS, EXPERIMENTAL GROUPS, INTERVIEWS, OUT OF SCHOOL YOUTH, POVERTY PROGRAMS, PROGRAM EFFECTIVENESS, RESEARCH CRITERIA, RESEARCH DESIGN, RESEARCH METHODOLOGY, RESEARCH PROBLEMS, SAMPLING, NEIGHBORHOOD YOUTH CORPS, NYC
THE EXPERIENCE OF A RESEARCH GROUP IN STUDYING NEIGHBORHOOD YOUTH CORPS (NYC) PROGRAMS PROVIDES THE FRAMEWORK FOR A DISCUSSION OF THE METHODOLOGICAL DIFFICULTIES OF CONDUCTING RESEARCH ON DISADVANTAGED GROUPS. HOWEVER, THE REPORT DOES NOT DEAL WITH THE PROGRAMS AND OPERATIONS OF NYC ITSELF. FOUR PROBLEM AREAS ARE DESCRIBED (1) CRITERION, PROGRAM, AND MODERATOR VARIABLES; (3) DATA COLLECTION TECHNIQUES; AND (4) INTERVIEWING. THE COMPLEXITY OF THE MILIEU IN WHICH POVERTY PROGRAMS OPERATE MAKES IT DIFFICULT TO JUDGE THEIR EFFECTIVENESS. HENCE, EXPERIMENTATION IS NEEDED IN ESTABLISHING NEW GUIDELINES AND METHODS. PRACTICAL SUGGESTIONS IN THESE AREAS ARE OFFERED. FOR OTHER PHASES OF THIS STUDY, SEE UD 007 866, UD 007 868 AND EC 020 407. (NH)
ERIC: ED029223

3063 METHODOLOGIES IN ADULT BASIC EDUCATION SPR 73
MOSS, DORIS
LITERACY DISCUSSION;4;1-2;65-88
ADULT BASIC EDUCATION, ADULT EDUCATION PROGRAMS, ILLITERACY, METHODS, METHODS RESEARCH, PROGRAM EFFECTIVENESS, TEACHING TECHNIQUES
DISCUSSES METHODS OF TEACHING ILLITERATE ADULTS AND CITES THE NEED TO DEVELOP METHODOLOGIES AND FRESH APPROACHES TO ACHIEVE EFFECTIVENESS. (GB)
ERIC: EJ082129

3064 A METHODOLOGY FOR MEASURING THE IMPACT OF THE UNITED STATES EMPLOYMENT SERVICE MAY 76
FREY, DONALD E.
WAKE FOREST UNIV., WINSTON-SALEM, N.C. OFFICE FOR RESEARCH. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. DL-J-9-M-6-0008
NOTES: FINAL REPT. SEP 75-MAR 76 158P
EMPLOYMENT, PLACEMENT, SERVICES, PERFORMANCE EVALUATION, UNITED STATES EMPLOYMENT SERVICE, LABOR MARKET, UNEMPLOYMENT INSURANCE, UNDERUTILIZATION, NTISLABASP
IN RECOGNITION OF THE POSSIBILITY THAT THE EMPLOYMENT SERVICE (ES) MAY HAVE EFFECTS ON ECONOMIC BEHAVIOR THAT ARE NOT CAPTURED FULLY BY ANY SINGLE ECONOMIC MODEL, THE APPROACH IN THIS PAPER CONSIDERS ALTERNATIVE THEORETICAL PERSPECTIVES. AN ATTEMPT IS MADE TO BE COMPREHENSIVE IN ENUMERATING COSTS AND BENEFITS OF A PUBLIC EMPLOYMENT SERVICE. THE MAJOR PORTION OF THIS PAPER DEALS WITH WAYS OF MEASURING THE RESOURCES MADE AVAILABLE BY ES ACTIVITY. A SYSTEMATIC ACCOUNTING FRAMEWORK FOR NET IMPACT STUDY REFLECTS THE MAJOR DISTINCTION BETWEEN ADDITIONS TO GROSS NATIONAL PRODUCT (GNP) AND REDISTRIBUTION OF GNP. POTENTIAL GAINS TO GNP DUE TO THE ES ARE ENUMERATED AND AN ATTEMPT TO ITEMIZE THE EQUITY

(CONT.)
3064 EFFECTS OF THE ES IS MADE. WAYS ARE DEVELOPED OF MEASURING THE BENEFITS TO THE ECONOMY OF THE LABOR MARKET FUNCTION OF THE ES, INCLUDING REDUCTIONS IN THE DURATION OF UNEMPLOYMENT, REDUCTIONS IN QUIT RATES, AND REDUCTIONS IN UNDERUTILIZATION OF LABOR MARKET PARTICIPANTS. THE BENEFIT DERIVING FROM THE ENFORCEMENT FUNCTION OF THE WORK TEST FOR UNEMPLOYMENT INSURANCE CLAIMANTS IS DESCRIBED.
NTIS: PB-256 271/8ST NTIS PRICES PC$6.75/MF$3.00

3065 METHODOLOGY FOR PLANNING TECHNICAL EDUCATION WITH A CASE STUDY OF POLYTECHNICS IN BANGLADESH. 75
RITZEN, JOZEF M.;BALDERSTON, JUDITH B.
NOTES: 170P.
CASE STUDIES, COSTS, DECISION MAKING, EDUCATIONAL DEVELOPMENT, EDUCATIONAL FINANCE, EDUCATIONAL PLANNING, EDUCATIONAL RESEARCH, FINANCIAL SUPPORT, FOREIGN COUNTRIES, MANPOWER NEEDS, MATHEMATICAL MODELS, POLICY FORMATION, POST SECONDARY EDUCATION, RESOURCE ALLOCATIONS, STUDENT ENROLLMENT, TECHNICAL EDUCATION, TRADE AND INDUSTRIAL EDUCATION, BANGLADESH
A PRODUCT OF RESEARCH FIRST BEGUN BY ONE OF THE AUTHORS IN BANGLADESH, THIS BOOK DEVELOPS A COMPREHENSIVE SET OF METHODS FOR PLANNING TECHNICAL EDUCATION. WHEREVER POSSIBLE, THE AUTHORS DRAW ON EXISTING TOOLS, FITTING THEM TO THE SPECIFIC CONTEXT OF TECHNICAL EDUCATION. WHEN FACED WITH PLANNING PROBLEMS FOR WHICH EXISTING METHODS ARE ILL SUITED THEY DEVELOPED NEW PLANNING TOOLS WHICH THEY CONSIDER TO BE EQUALLY APPLICABLE IN DEVELOPED AND DEVELOPING COUNTRIES, EXEMPLIFYING THEM IN THE TEXT WITH REFERENCE TO POLYTECHNICS IN BANGLADESH. QUANTITATIVE METHODS FOR PLANNING TECHNICAL EDUCATION ARE PRESENTED, CULMINATING IN A SPECIFIC DECISION MODEL, WHICH IS BASED ON THE PREMISE THAT PLANNING CAN PROVIDE ANSWERS TO DIFFICULT MANAGEMENT PROBLEMS ARISING FROM THE INCREASING COMPLEXITY OF EDUCATIONAL SYSTEMS. PRACTICALITIES OF THE SELECTION OF ALTERNATIVE POLICIES ARE EXAMINED AND LIMITATIONS OF THE SUGGESTED METHODOLOGY ARE ALSO DISCUSSED. THE SIX CHAPTERS ARE EFFICIENCY IN RESOURCE ALLOCATION, STUDENT FLOW AND STOCKS OF GRADUATES, COSTS AND FINANCING OF TECHNICAL EDUCATION, EMPLOYMENT AND EARNINGS OF TECHNICAL SCHOOL GRADUATES, A DECISION MODEL FOR TECHNICAL EDUCATION, AND THE IMPLEMENTATION OF THE DECISION MODEL. TWENTY-EIGHT TABLES AND 18 FIGURES ARE INCLUDED. (HO)
ERIC: ED129584 PRAEGER PUBLISHERS, 111 FOURTH AVENUE, NEW YORK, NY 10003 ($15.00)

3066 THE METHODS AND THE MATERIALS OF FUNCTIONAL LITERACY AUT 70
BHOLA, H. S.
LITERACY DISCUSSION;1;4;31-72
AUDIOVISUAL AIDS, FUNCTIONAL ILLITERACY, INSTRUCTIONAL MATERIALS, INTEGRATED CURRICULUM, LITERACY EDUCATION, MATERIAL DEVELOPMENT, TEACHING METHODS, VOCATIONAL EDUCATION
A FUNCTIONAL LITERACY PROGRAM IS NOT ONLY AN INSTRUCTIONAL PROBLEM BUT IT MUST INVOLVE A SOCIAL CHANGE STRATEGY AS WELL. THE METHODOLOGICAL PROBLEM LIES IN THE INTEGRATION OF LITERACY WITH VOCATIONAL KNOWLEDGE, OF THE VERBAL WITH THE TEACHING OF MANUAL SKILLS, AND OF THE CORE CONTENT WITH SUPPORTING PROGRAM CONTENT. (EB)
ERIC: EJ032816

3067 METHODS FOR HUMAN RESOURCE DEVELOPMENT. SEP 73
CONGER, D. STUART
TRAINING RESEARCH AND DEVELOPMENT STATION, PRINCE ALBERT (SASKATCHEWAN).
NOTES: 28P.
ADULT BASIC EDUCATION, ADULT DEVELOPMENT, ADULT EDUCATION, ADULT EDUCATION PROGRAMS, ADULT LITERACY, ADULT VOCATIONAL EDUCATION, HUMAN RESOURCES, INDEPENDENT STUDY, INSTRUCTIONAL FILMS, LITERACY EDUCATION, MANPOWER DEVELOPMENT, MULTIMEDIA INSTRUCTION, PROGRAM DESCRIPTIONS, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, CANADA, SASKATCHEWAN, SASKATCHEWAN NEWSTART, TRAINING RESEARCH DEVELOPMENT STATION
A DESCRIPTION IS PROVIDED OF THE TRAINING AND COUNSELING MATERIALS AND METHODS PREPARED BY THE SASKATCHEWAN NEWSTART AND THE TRAINING RESEARCH AND DEVELOPMENT STATION. FOLLOWING A BRIEF REVIEW OF THE CONCEPT OF SOCIAL INVENTIONS, SUMMARY DESCRIPTIONS ARE PROVIDED OF NINE ADULT EDUCATION COURSES. THESE ARE 1) LIFE SKILLS, WHICH FOCUSES UPON EFFECTIVE PROBLEM-SOLVING BEHAVIORS; 2) FLUENCY FIRST, A COURSE IN ENGLISH FOR ILLITERATE ADULTS WHO LACK THE BACKGROUND NEEDED TO LEARN TO READ AND WRITE; 3) FLUENCY SECOND, A LISTENING AND SPEAKING COURSE FOR THOSE WHO CAN ALREADY READ A SECOND LANGUAGE; 4) BASIC LITERACY FOR ADULT DEVELOPMENT (BLADE), WHICH TEACHES COMMUNICATIONS AND MATH CONTENT FROM GRADES 1-4; 5) LEARNING INDIVIDUALIZED FOR CANADIANS (LINC), WHICH EXTENDS BLADE THROUGH GRADE 10; 6) SMALL BUSINESS MANAGEMENT, FOR THOSE OF INDIAN ANCESTRY; 7) CREATING A CAREER, DESIGNED TO HELP PEOPLE PREPARE CAREER PLANS; 8) GENERIC SKILLS, WHICH AIMS TO DEVELOP ACADEMIC, REASONING, INTERPERSONAL AND MANIPULATIVE SKILLS; AND 9) SOCANICS, WHICH PREPARES SKILLED PARAPROFESSIONALS FOR WORK IN SOCIAL INSTITUTIONS. INFORMATION IS ALSO PRESENTED ON THE PREPARATION OF INSTRUCTIONAL FILMS, ON MATERIALS FOR SALE, AND ON THE DEVELOPMENT OF NEW TRAINING METHODS. (PB)
ERIC: ED089519

3068 METHODS OF ASSESSING THE DISADVANTAGED IN MANPOWER PROGRAMS A REVIEW AND ANALYSIS. FINAL REPORT. NOV 72
BACKER, THOMAS E.
HUMAN INTERACTION RESEARCH INST., LOS ANGELES, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 195P.
APTITUDE TESTS, CULTURE FREE TESTS, DISADVANTAGED GROUPS, EMPLOYMENT PROGRAMS, JOB

(CONT.)
3068 PLACEMENT, MANPOWER DEVELOPMENT, MEASUREMENT TECHNIQUES, PSYCHOLOGICAL TESTS, TESTING
THIS PAPER REPRESENTS AN ATTEMPT TO DRAW TOGETHER WHAT IS KNOWN ABOUT ASSESSMENT TECHNIQUES OF SPECIAL POTENTIAL FOR USE WITH THE DISADVANTAGED IN MANPOWER PROGRAMS. MANY TRADITIONAL PAPER-AND-PENCIL TESTS ARE OF LIMITED USE IN THESE PROGRAMS BECAUSE A GREAT MANY DISADVANTAGED PERSONS DO NOT HAVE THE READING SKILLS, TEST-WISENESS, OR CULTURAL EXPERIENCES NECESSARY TO PERFORM WELL. IN AN ATTEMPT TO SOLVE THIS DILEMMA, THE MANPOWER ADMINISTRATION AND OTHER AGENCIES HAVE SPONSORED RESEARCH AND DEVELOPMENT EFFORTS TO DEVISE ASSESSMENT TOOLS TAILORED TO THE SPECIAL NEEDS OF THE CULTURALLY DEPRIVED MANPOWER PROGRAM ENROLLEE. ALTHOUGH SOME OF THE TOOLS DEVELOPED INVOLVE SIGNIFICANT BREAKS FROM THE PAPER-AND-PENCIL TESTING TRADITION, MANY STILL HAVE THE PAPER-AND-PENCIL FORMAT BUT ARE MODIFIED IN TERMS OF ITEM CONTENT, TEST STRUCTURE, AND DIRECTIONS. SUGGESTIONS ARE MADE FOR FUTURE DIRECTIONS IN THIS REGARD. (AUTHOR/SN)
ERIC: ED076840 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB 213 167, MF $0.95, PC $3.00)

3069 METHODS OF FORECASTING SHORT TERM UNEMPLOYMENT CHANGE OCT 64
LEBERGOTT, STANLEY
LEBERGOTT (STANLEY) MIDDLETOWN CONN
CONTRACT NO. MOTA33 64
NOTES: 2P
MANPOWER STUDIES, MATHEMATICAL PREDICTION, PERSONNEL MANAGEMENT, MANPOWER STUDIES, UNEMPLOYMENT
THE PRESENT REPORT OUTLINES PRELIMINARY FINDINGS IN A STUDY OF HOW TO DEVELOP A PRACTICAL MODEL FOR THE FORECASTING OF SHORT TERM UNEMPLOYMENT CHANGES. SINCE THE VARYING TIDE OF DEMANDS FOR GNP FINAL GOODS AND SERVICES IS SURELY CENTRAL IN ANY EXPLANATION OF VARIATIONS IN EMPLOYMENT AND UNEMPLOYMENT, THE AUTHOR BEGAN WITH ONE APPROACH TO MEASURING THESE FORCES. THE USE WAS EXPLORED OF MANUFACTURERS UNFILLED ORDERS (IN THE FORM OF A RATIO OF ORDERS MINUS INVENTORIES TO SALES). THIS WAS DONE BECAUSE VARIATIONS IN FACTORY HIRINGS ARE SPARKED BY ORDERS, AND BECAUSE THESE IN TURN STIMULATE DEMANDS ON SUPPLIERS (E.G. MINING) AND DISTRIBUTORS (E.G. TRANSPORT, TRADE) OF FACTORY PRODUCTS. THE RATIO THAT WAS DERIVED PROVES TO BE HIGHLY CORRELATED WITH UNEMPLOYMENT LEVELS SINCE 1947, AT -.865. A SECOND CATEGORY OF VARIABLES INVESTIGATED ARE THOSE THAT RELATE TO THE GRADUAL DIFFUSION OF BUSINESS CYCLE CHANGE--AMONG FIRMS, INDUSTRIES, AREAS, ETC. A THIRD CATEGORY OF VARIABLES STUDIED RELATE TO THE PERSISTENCE OF BUSINESS CYCLE CHANGE. FOR A PERSISTENT TREND OF EMPLOYMENT, EVEN IF SMALL, REPORTS SOMETHING JUST AS RELEVANT TO FORECASTING FUTURE TRENDS AS THE MERE MAGNITUDE OF CHANGE IN A GIVEN PERIOD.
NTIS: AD-608 771 CFSTI PRICE PC$3.00

3070 METROPOLITAN AND REGIONAL INEQUALITIES AMONG MINORITIES IN THE LABOR MARKET, VOLUME 3. MINORITIES IN THE LABOR MARKET. 75
WILBER, GEORGE L.;HAGAN, ROBERT J.
KENTUCKY UNIV., LEXINGTON. SOCIAL WELFARE RESEARCH INST. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 150P.; FOR RELATED DOCUMENTS, SEE VOL 1, ED 113 118 AND VOL 2, ED 115 723
ACADEMIC ACHIEVEMENT, AMERICAN INDIANS, ASIAN AMERICANS, COMPARATIVE ANALYSIS, EMPLOYMENT STATISTICS, EQUAL OPPORTUNITIES (JOBS), ETHNIC GROUPS, LABOR MARKET, NEGROES, OCCUPATIONAL MOBILITY, QUALIFICATIONS, SOCIOECONOMIC STATUS, SPANISH CULTURE, UNEMPLOYMENT, URBAN AREAS, WAGES
INEQUALITIES AMONG MINORITIES IN THE LABOR MARKET WERE EXAMINED. MINORITIES WERE CLASSIFIED ACCORDING TO PERSONS OF SPANISH DESCENT (MEXICANS, PUERTO RICANS, AND CUBANS), BLACKS, AMERICAN INDIANS, JAPANESE, CHINESE, AND FILIPINOS. ALL PERSONS 20 TO 64 YEARS OF AGE, NOT ENROLLED IN SCHOOL AND NOT LIVING IN GROUP QUARTERS, WHO WERE RESIDENTS IN 1970 WERE INCLUDED. DETAILED INFORMATION WAS PROVIDED VIA THE TABULATIONS FOR REGIONS AND METROPOLITAN AREAS. EMPHASIS WAS PLACED ON LABOR FORCE PARTICIPATION, EMPLOYMENT, OCCUPATIONAL ACHIEVEMENT, MOBILITY, WEEKS WORKED, AND EARNINGS. BRIEF PROFILES OF EACH MINORITY SUMMARIZED THEIR ACHIEVEMENTS. DATA WERE OBTAINED FROM THE UNITED STATES CENSUS PUBLIC USE SAMPLE FILES FOR 1970. COMPARISONS INDICATED THAT (1) LEVELS OF EMPLOYMENT, OCCUPATIONAL ACHIEVEMENT, AND EARNINGS DIFFERED BY LOCATION, BUT THAT THE OVERALL RANKINGS OF MINORITIES WERE NOT MODIFIED WITHIN AREAS; (2) PARTICIPATION AND ACHIEVEMENT LEVELS TENDED TO BE HIGHEST IN AREAS WHERE A MINORITY WAS MOST NUMEROUS, EXCEPT FOR CUBANS IN MIAMI; AND (3) ACHIEVEMENTS OF MINORITIES IN THE LABOR MARKET WERE MORE DEPENDENT ON THEIR MINORITY CHARACTERISTICS AND SUCH DETERMINANTS AS THEIR EDUCATIONAL ATTAINMENT THAN ON THEIR REGIONAL OR METROPOLITAN LOCATION. (NQ)
ERIC: ED118300 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161

3071 MEXICAN AMERICANS HISTORY SPR 77
RESEARCH REVIEW OF EQUAL EDUCATION;1;2;3-10
MEXICAN AMERICANS, SOCIAL STRUCTURE, POLITICS, ECONOMIC FACTORS, LABOR FORCE, CULTURE CONFLICT, POPULATION TRENDS, RACIAL ATTITUDES, HISTORICAL REVIEWS
BRIEF ACCOUNTS OF MEXICAN AMERICAN LIFE ARE PRESENTED IN TERMS OF SIX HISTORICAL WORKS ON MEXICAN AMERICAN SETTLEMENTS IN CALIFORNIA, TEXAS AND NEW MEXICO. (JP)
ERIC: EJ165144 REPRINT AVAILABLE (SEE P. VII) UMI

3072 MEXICAN AMERICANS SOCIAL MOBILITY AND ASSIMILATION SPR 77
RESEARCH REVIEW OF EQUAL EDUCATION;1;2;10-15
SOCIAL MOBILITY, SOCIAL ADJUSTMENT, MEXICAN AMERICANS, LABOR FORCE, COLLEGE STUDENTS, COLLEGE TEACHERS, PARENTS, CULTURAL FACTORS, ARIZONA (TUCSON AND PHOENIX)

(CONT.)

3072 THE TWO MEXICAN AMERICAN STUDIES OF POPULATIONS IN ARIZONA ATTEMPT TO ANSWER THE QUESTIONS WHAT HAPPENS TO ETHNICITY IN AN UPWARDLY MOBILE POPULATION OF DEFINABLE ETHICS IS THERE AN ETHNIC MOBILITY SYSTEM WHICH DIFFERS IN SOME RESPECTS FROM THE DOMINANT MOBILITY SYSTEM (AUTHOR/JP)
ERIC: EJ165149 REPRINT AVAILABLE (SEE P. VII) UMI

3073 MEXICAN AMERICANS IN TRANSITION MIGRATION AND EMPLOYMENT IN MICHIGAN CITIES. FINAL REPORT. 69
CHOLDIN, HARVEY M.;TROUT, GRAFTON D.
MICHIGAN STATE UNIV., EAST LANSING. AGRICULTURAL EXPERIMENT STATION. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 479P.
AGRICULTURAL LABORERS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, ETHNIC STUDIES, FAMILY CHARACTERISTICS, FAMILY INCOME, FAMILY MOBILITY, MEXICAN AMERICANS, MIGRANT EMPLOYMENT, MIGRANT PROBLEMS, OCCUPATIONAL MOBILITY, OCCUPATIONAL SURVEYS, SOCIAL CHANGE, URBAN AREAS, MICHIGAN
THIS STUDY WAS CONDUCTED AS PART OF A LARGER RESEARCH EFFORT DESIGNED TO EXAMINE THE CHARACTERISTICS AND SOCIAL AND OCCUPATIONAL ENCOUNTERS OF MEXICAN AMERICAN MIGRANT FARM WORKERS IN THEIR TRANSITION INTO AN URBANIZED SOCIETY. SPECIFICALLY, THE INVESTIGATION WAS DIRECTED AT SURVEYING MIGRANT WORKERS IN AND AROUND THE MICHIGAN AREA. INTERVIEWS WITH A RANDOM SAMPLE OF HOUSEHOLD HEADS PROVIDED THE DATA. VARIABLES STUDIED WERE (1) SOCIAL CHARACTERISTICS, INCLUDING HOUSEHOLD COMPOSITION AND EDUCATIONAL LEVEL, (2) BACKGROUNDS OF MIGRATORY WORKERS AND CHARACTERISTICS OF COMMUNITY STABILIZATION, (3) OCCUPATIONAL OPPORTUNITIES, (4) EMPLOYMENT AND INCOME PATTERNS, AND (5) OCCUPATIONAL AND INCOME MOBILITY. DETAILED FINDINGS OF THE STUDY ARE INCLUDED AND TABLES PROVIDE STATISTICAL DATA OF THE VARIABLES STUDIED. OF THE SAMPLED POPULATION, ONLY 12 PERCENT WERE BORN IN MICHIGAN OR MIGRATED THERE BEFORE AGE 16. A TOTAL OF NINE PERCENT CAME BEFORE 1919, AND 32 PERCENT ARRIVED IN THE EARLY 1940S. MIGRATION INCREASED IMMENSELY IN THE 1950S, BUT DECLINED IN THE LATE 1950S WITH THE ONSET OF THE ECONOMIC RECESSION. MOSTLY BORN IN TEXAS, RECENT MIGRANTS ARE SOMEWHAT YOUNGER THAN THE RESIDENT MEXICAN AMERICANS, HAVE HIGHER EDUCATIONAL LEVELS, AND RESIDE MAINLY IN RURAL AREAS. (SN)
ERIC: ED079471

3074 MEXICAN AMERICANS IN TRANSITION. MIGRATION AND EMPLOYMENT IN MICHIGAN CITIES FEB 71
CHOLDIN, HARVEY M.;TROUT, GRAFTON D.
MICHIGAN STATE UNIV., EAST LANSING. RURAL MANPOWER CENTER.
CONTRACT NO. DL-81-24-66-32
NOTES: FINAL REPT. 480P
SOCIOMETRICS, UNSKILLED WORKERS, ETHNIC GROUPS, EMPLOYMENT, POPULATION MIGRATIONS, ETHNIC GROUPS, MEXICAN AMERICANS, MIGRANT WORKERS, DETROIT(MICHIGAN)
THE STUDY DESCRIBES THE PROCESS BY WHICH INCREASING NUMBERS OF MEXICAN AMERICAN MIGRANT FARMWORKERS DROP OUT OF THE MIGRANT STREAM, SETTLE IN NORTHERN COMMUNITIES, AND ADJUST TO NEW LABOR FORCE REQUIREMENTS AND OPPORTUNITIES. IT ALSO IDENTIFIES FACTORS AFFECTING THE SETTLEMENT AND STABILIZATION OF MIGRANT WORKERS IN SELECTED COMMUNITIES, WITH ATTENTION TO OCCUPATION AND INCOME, TO PROVIDE POLICY GUIDELINES FOR FACILITATING THE TRANSITION PROCESS. INTERVIEWS WERE HELD WITH 695 MIGRANT HEADS OF HOUSEHOLDS AND NEARLY 50 COMMUNITY LEADERS IN EIGHT MICHIGAN COUNTIES OUTSIDE THE DETROIT AREA. INFORMATION WAS COLLECTED ABOUT THE MIGRANTS OCCUPATIONAL BACKGROUND, MOTIVATION FOR DROPPING OUT OF THE MIGRANT STREAM, KINSHIP AND FRIENDSHIP TIES, JOB ASPIRATIONS, INTERESTS IN TRAINING AND RETRAINING, AND COMMUNITY REACTIONS. (AUTHOR)
NTIS: PB-199 901 NTIS PRICES PC$6.00 MF$0.95

3075 MEXICAN AMERICANS IN TRANSITION, MIGRATION AND EMPLOYMENT IN MICHIGAN CITIES. PART I INTRODUCTION AND SUMMARY. MAR 71
CHOLDIN, HARVEY M.;TROUT, GRAFTON D.
MICHIGAN STATE UNIV., EAST LANSING. RURAL MANPOWER CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 35P.
CULTURAL FACTORS, EDUCATIONAL NEEDS, EMPLOYMENT PATTERNS, INCOME, JOB APPLICATION, MEXICAN AMERICANS, MIGRANT WORKERS, OCCUPATIONAL MOBILITY, REPORTS, RESEARCH METHODOLOGY, SOCIAL CHARACTERISTICS, SOCIAL INTEGRATION, SOCIOLOGY, URBAN AREAS, URBANIZATION, MICHIGAN
PART I OF A SOCIOLOGICAL STUDY CONCERNED WITH THE URBANIZATION OF MEXICAN AMERICANS (FORMER MIGRANT FARM WORKERS) IN MICHIGAN CITIES IS PRESENTED. USING A RANDOM SAMPLE OF MEXICAN AMERICAN HOUSEHOLDS, THE FOLLOWING AREAS ARE EXAMINED HOUSEHOLD COMPOSITION AND EDUCATION, MIGRATION AND COMMUNITY STABILIZATION, FINDING JOBS, EMPLOYMENT AND INCOME PATTERNS, AND OCCUPATIONAL AND INCOME MOBILITY. POLICY AND RESEARCH RECOMMENDATIONS ARE PRESENTED IN TERMS OF THE FOREGOING AREAS. THE REPORT SUGGESTS THAT THE ROLE OF CULTURAL VARIABLES IN THE MIGRATION, RESETTLEMENT, EMPLOYMENT, EDUCATION, AND MOBILITY OF MEXICAN AMERICANS MUST BE CONSIDERED IN THE VARYING SITUATIONAL CONTEXTS INTO WHICH MIGRANTS MOVE AND WITHIN WHICH THEY AND THEIR CHILDREN LIVE. (NB)
ERIC: ED049957

3076 MEXICAN-AMERICAN AND MEXICAN NATIONAL FARM WORKERS A LITERATURE REVIEW. AUG 75
MILLER, MICHAEL V.
NOTES: 25P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE RURAL SOCIOLOGICAL SOCIETY (SAN FRANCISCO, CALIFORNIA, AUGUST 1975)
AGRICULTURAL LABORERS, ATTITUDES, BRACEROS, FOREIGN WORKERS, INCOME, LABOR UNIONS,

(CONT.)

3076 LEGISLATION, LITERATURE REVIEWS, MEXICAN AMERICANS, MEXICANS, MIGRANT WORKERS, SOCIOECONOMIC INFLUENCES

THIS PAPER IS CONCERNED WITH THE SCHOLARLY TREATMENT ACCORDED TO MEXICAN AMERICAN AND MEXICAN NATIONAL FARM WORKERS BY HISTORICAL, LEGAL, SOCIAL WORK, AND SOCIAL SCIENCE JOURNALS. ONLY THOSE ARTICLES PUBLISHED AFTER THE ARBITRARY DATE OF 1960 ARE REVIEWED DUE TO SPACE AND TIME LIMITATIONS. WORKS PUBLISHED SINCE THEN ARE BRIEFLY SUMMARIZED AND EVALUATED IN LIGHT OF THE CONTRIBUTIONS MADE TOWARD THE EXPLICATION AND UNDERSTANDING OF THE TOPIC. THE 29 ARTICLES ARE CLASSIFIED UNDER 4 CATEGORIES (1) MIGRANT FARM WORKERS, (2) THE BRACERO PROGRAM, (3) ALIEN WORKERS -- WETBACKS AND COMMUTERS, AND (4) LABOR UNIONIZATION. THESE ARTICLES ARE REVIEWED ACCORDING TO CATEGORY, CHRONOLOGICAL RELEVANCE, AND LEVEL OF INCLUSIVENESS OR ABSTRACTION. THE PAPER CONCLUDES WITH SOME COMMENTS AND SUGGESTIONS PERTAINING TO PROBLEMS WHICH APPEAR TO WARRANT FUTURE RESEARCH CONSIDERATION. (NQ)

ERIC: ED111563

3077 MEXICAN-AMERICAN STUDY PROJECT. ADVANCE REPORT 10, MEXICAN AMERICANS IN SOUTHWEST LABOR MARKETS. OCT67

FOGEL, WALTER

CALIFORNIA UNIV., LOS ANGELES. GRADUATE SCHOOL OF BUSINESS ADMINISTRATION.

AGE, ANGLO AMERICANS, DISADVANTAGED GROUPS, EDUCATIONAL EXPERIENCE, FEMALES, HIGH ACHIEVERS, INCOME, JOBS, LABOR FORCE, LABOR MARKET, MALES, MEXICAN AMERICANS, MIGRATION, MIGRATION PATTERNS, MINORITY GROUPS, MOBILITY, NEGROES, OCCUPATIONS, PARTICIPATION, RACIAL DISCRIMINATION, RESIDENTIAL PATTERNS, UNEMPLOYMENT

MEXICAN AMERICANS ARE CLEARLY A DISADVANTAGED GROUP IN THE LABOR MARKETS OF THE SOUTHWEST. ALTHOUGH SUBSTANTIAL GAINS IN INCOME AND OCCUPATIONAL STATUS TAKE PLACE BETWEEN THE FIRST AND SECOND GENERATIONS OF MEXICAN AMERICANS, LITTLE IMPROVEMENT IS EVIDENCED AFTER THE SECOND GENERATION. AS FURTHER EVIDENCE OF DISADVANTAGEMENT, IT HAS BEEN FOUND THAT WITHIN MOST MAJOR OCCUPATIONAL CATEGORIES, MEXICAN AMERICANS HOLD JOBS WHICH ARE INFERIOR (IN TERMS OF ANNUAL EARNINGS) TO THOSE HELD BY ANGLO AMERICANS. SEVERAL REASONS FOR THE DISADVANTAGED LABOR MARKET EXPERIENCES OF THIS MINORITY GROUP ARE READILY APPARENT--(1) THEY POSSESS LOW JOB QUALIFICATIONS BECAUSE OF LOW LEVEL EDUCATIONAL ATTAINMENT, A DEFINITE LACK OF JOB SKILLS, AND AN INADEQUATE COMMAND OF ENGLISH, (2) MANY OF THESE PEOPLE LIVE IN DECLINING OR ONLY SLOWLY GROWING ECONOMIC AREAS OF THE SOUTHWEST, AND (3) THEY EXPERIENCE DISCRIMINATION WHEN COMPETING IN THE LABOR MARKET. THIS DOCUMENT IS AVAILABLE FROM THE DIVISION OF RESEARCH, GRADUATE SCHOOL OF BUSINESS ADMINISTRATION, UNIVERSITY OF CALIFORNIA, LOS ANGELES, CALIFORNIA 90024, 225 PAGES, FOR $3.00. (ES)

ERIC: ED015816

3078 MEXICAN-AMERICANS IN THE MIDWEST AN ANNOTATED BIBLIOGRAPHY. JUL 69

SALDANA, NANCY

MICHIGAN STATE UNIV., EAST LANSING. RURAL MANPOWER CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.

NOTES: 63P.

ANNOTATED BIBLIOGRAPHIES, IMMIGRANTS, MEXICAN AMERICANS, MIGRANTS, SOCIOLOGY, MIDWESTERN UNITED STATES

SOME 128 SOURCES DATING FROM 1928 TO 1968 COMPRISE THIS SELECTED BIBLIOGRAPHY OF SOURCES DEALING WITH MEXICAN AMERICANS LIVING IN PARTS OF THE MIDWESTERN UNITED STATES AND WITH THOSE FACTORS MOST SIGNIFICANT IN MIGRATION AND SETTLEMENT BY THIS POPULATION. EACH SOURCE IS DISCUSSED UNDER ONE OF THE FOLLOWING HEADINGS ACCULTURATION AND ASSIMILATION, ATTITUDES AND WORLD VIEWS, DEMOGRAPHIC ANALYSIS, DISTINCTIVE CULTURAL COMPONENTS, EDUCATION, EMPLOYMENT AND INCOME, MARRIAGE AND FAMILY PATTERNS, GENERAL DISCUSSION, HOUSING, MIGRATION AND IMMIGRATION, LANGUAGE, POLITICAL BEHAVIOR, OR SOCIAL STATUS. (MJB)

ERIC: ED050833

3079 MICHIGAN OCCUPATIONAL INFORMATION SYSTEM, ADMINISTRATORS HANDBOOK. 76

MICHIGAN STATE DEPT. OF EDUCATION, LANSING. MICHIGAN OCCUPATIONAL INFORMATION SYSTEM.

NOTES: 22P.; SOME PARTS MAY BE MARGINALLY LEGIBLE DUE TO PRINT QUALITY OF ORIGINAL

ADMINISTRATOR GUIDES, CAREER PLANNING, INFORMATION NETWORKS, INFORMATION SYSTEMS, MANAGEMENT SYSTEMS, POSTSECONDARY EDUCATION, RESOURCE GUIDES, VOCATIONAL COUNSELING, VOCATIONAL DIRECTORS, VOCATIONAL EDUCATION

THIS HANDBOOK IS DESIGNED TO GIVE INTRODUCTORY AND REFERENCE INFORMATION ABOUT THE MICHIGAN OCCUPATIONAL INFORMATION SYSTEM (MOIS). ALTHOUGH FOCUSED IN MICHIGAN, IT IS NOT SPECIFICALLY ORIENTED TO ANY PARTICULAR POPULATION; RATHER, IT ANSWERS BASIC QUESTIONS COMMON TO ADMINISTRATORS, SCHOOL PRINCIPALS, MICHIGAN EMPLOYMENT SECURITY DIRECTORS, SOCIAL SERVICE AGENCY DIRECTORS AND OTHER ORGANIZATIONS NEEDING OCCUPATIONAL AND EDUCATIONAL INFORMATION. THE OBJECTIVES OF THE MOIS PROGRAM ARE TO HELP STUDENTS LEARN ABOUT CAREER OPPORTUNITIES; HELP ENTRANTS INTO THE LABOR FORCE BECOME AWARE OF ACCEPTABLE OCCUPATIONS; MOTIVATE STUDENTS AND OTHERS TO SEEK OUT OCCUPATIONAL INFORMATION; INCREASE AWARENESS OF MAJOR SOURCES OF OCCUPATIONAL INFORMATION; AND PROVIDE SUPPORT FOR RELATED PROGRAMS, INCLUDING CAREER EDUCATION AND EMPLOYMENT COUNSELING. THE HANDBOOK HAS SECTIONS ON ADMINISTRATION AND CHANGE, AND ON PLANNING, IMPLEMENTING AND EVALUATING MOIS. IT ALSO INCLUDES AN ADMINISTRATORS CHECKLIST, A LIST OF AVAILABLE MATERIALS, AND BACKGROUND INFORMATION ON MOIS ORGANIZATION. (BP)

ERIC: ED142858

3080 A MICRO MODEL OF LABOR SUPPLY. BLS STAFF PAPER 4. 70
COHEN, MALCOLM S.;AND OTHERS
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 249P.
ECONOMIC RESEARCH, EMPLOYMENT LEVEL, LABOR ECONOMICS, LABOR FORCE, LABOR FORCE NONPARTICIPANTS, LABOR SUPPLY, MATHEMATICAL MODELS, WORKING WOMEN, YOUTH EMPLOYMENT
THIS CROSS SECTION MICRO MODEL OF LABOR SUPPLY USES AREA VARIABLES TO IDENTIFY THE RESPONSE OF INDIVIDUALS TO AREA LABOR MARKET CONDITIONS, WHILE SIMULTANEOUSLY ESTIMATING INDIVIDUAL AND FAMILY EFFECTS ON LABOR SUPPLY. INTERACTIONS BETWEEN VARIABLES ARE SPECIFIED IN THE MODEL, AS ARE THE RELATIVE EFFECTS OF OFFSETTING VARIABLES, SUCH AS THE INCOME AND SUBSTITUTION EFFECTS. USING A CONTINUOUS MEASURE OF LABOR SUPPLY, THE STUDY ANALYZES SEPARATELY THE LABOR FORCE BEHAVIOR OF MEN, WOMEN, AND YOUTH DURING THE 1966-67 PERIOD OF HIGH EMPLOYMENT. BECAUSE OF LARGE DISCOURAGEMENT EFFECTS WHICH WERE FOUND AMONG MARGINAL WORKERS, THE STUDY CONCLUDES THAT PRESENT MANPOWER PROGRAMS UNDERESTIMATE THE PROBLEM OF HIDDEN UNEMPLOYMENT. IN ADDITION, THE DISCOVERY THAT HOURLY EARNINGS AND HOURS SUPPLIED ARE INVERSELY RELATED PROVIDES SUPPORT FOR NEW POLICIES OF INCOME REDISTRIBUTION. APPLICATIONS OF THE MODEL IN PROJECTING FUTURE LABOR FORCE PARTICIPATION ARE DISCUSSED. (SH)
ERIC: ED045836 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L2.71/5 4,$1.00)

3081 MICRO-LOGIC ASSEMBLER (ELECTRONICS) 726.884-080--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. AUG 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CUTTING SCORES, ELECTRONIC EQUIPMENT, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SEMICONDUCTOR DEVICES, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, MICROLOGIC ASSEMBLER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED066510

3082 MICROPOLITAN DEVELOPMENT THEORY AND PRACTICE OF GREATER-RURAL ECONOMIC DEVELOPMENT. 76
TWEETEN, LUTHER;BRINKMAN, GEORGE L.
NOTES: 456P.
BOOKS, COMMUNITY RESOURCES, COMMUNITY SERVICES, DECISION MAKING, ECONOMICALLY DISADVANTAGED, ECONOMIC DEVELOPMENT, FEASIBILITY STUDIES, FINANCIAL SUPPORT, HUMAN RESOURCES, INDUSTRIALIZATION, LABOR FORCE, LAND USE, MODELS, PLANNING, POLICY FORMATION, RURAL DEVELOPMENT, THEORIES, MICROPOLITAN DEVELOPMENT
DESIGNED TO BE USED AS A CLASSROOM TEXT, A BOOK OF READINGS, A REFERENCE, OR A GUIDE TO RURAL DEVELOPMENT PRACTITIONERS AND DECISION MAKERS, THIS BOOK INCLUDES BOTH GENERAL AND SOPHISTICATED ANALYSES RELATIVE TO A COMPREHENSIVE UNDERSTANDING OF RURAL DEVELOPMENT FUNDAMENTALS. ATTEMPTING TO INTEGRATE THE LITERATURE ON MICROPOLITAN DEVELOPMENT INTO A MEANINGFUL WHOLE, THE CHAPTERS IN THIS TEXT ARE TITLED AS FOLLOWS MICROPOLITAN DEVELOPMENT IN A NATIONAL SETTING: MICROPOLITAN DEVELOPMENT GOALS AND THE FORMATION OF PUBLIC POLICY: THEORIES OF MICROPOLITAN ECONOMIC DEVELOPMENT: HUMAN RESOURCES THE LABOR FORCE: HUMAN RESOURCES ECONOMICS OF EDUCATION: HUMAN RESOURCES THE WASTE OF POVERTY: COMMUNITY SERVICES AND INFRASTRUCTURE: INDUSTRIALIZATION: MOBILIZING COMMUNITY RESOURCES FOR DEVELOPMENT: INTRODUCTION TO SUBSTATE COMPREHENSIVE PLANNING AND LAND-USE PLANNING: PLANNING FORMAL ECONOMIC MODELS: PLANNING FEASIBILITY STUDIES: FINANCING DEVELOPMENT: AND NATIONAL GROWTH POLICY. (JC)
ERIC: ED141061 IOWA STATE UNIVERSITY PRESS, AMES, IOWA 50010 ($20.00)

3083 MID-CAREER CHANGE SELF-SELECTED OR EXTERNALLY MANDATED JUN 77
THOMAS, L. EUGENE
VOCATIONAL GUIDANCE QUARTERLY;25:4:320-327
CAREER CHANGE, LIFE STYLE, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, ADULT DEVELOPMENT, STATE OF THE ART REVIEWS, MIDDLE AGED
CAREER CHANGE AND LIFE-STYLE ARE CLOSELY RELATED, BUT NOT IN ALL INSTANCES. DIFFERENT KINDS OF CHANGERS ARE EXAMINED AND IMPLICATIONS FOR COUNSELING ARE DRAWN. (AUTHOR)
ERIC: EJ160271

3084 MID-CAREER CHANGE SMOKE OR FIRE MAR 73
ROBERTS, BETTY P.
NOTES: 97P.; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT.

(CONT.)

3084 ADULTS, CAREER CHANGE, INTERESTS, MIDDLE AGED, OCCUPATIONAL GUIDANCE, OLDER ADULTS, STATE OF THE ART REVIEWS, THEORIES, VOCATIONAL INTERESTS, MIDLIFE CAREER CHANGE
THERE IS INCREASING POPULAR INTEREST IN THE PHENOMENON OF THE SUCCESSFUL PROFESSIONAL OR BUSINESSMAN WHO SWITCHES CAREERS IN MIDDLE AGE. THERE IS LITTLE HARD DATA AVAILABLE ABOUT THE PHENOMENON ALTHOUGH THERE IS A GREAT AMOUNT OF PSYCHOLOGICAL CONJECTURE. THIS PAPER BRIEFLY REVIEWS THE VARIOUS THEORIES THAT ATTEMPT TO EXPLAIN MIDLIFE CAREER CHANGE, AND THEN FOCUSES SPECIFICALLY ON WHITE COLLAR OR PROFESSIONAL WORKERS, FROM AGES 35 TO 60. IT DEALS WITH THE FOLLOWING ASPECTS A WORKABLE DEFINITION OF CAREER AS IT RELATES TO JOB AND LEISURE: A CONCEPTUAL FRAMEWORK OF THE PROCESS BY WHICH ONE SEEMS TO BECOME A CAREER CHANGER (THE FRAMEWORK VIEWS CAREER CHANGING AS DEVIANT): A REVIEW OF CURRENT LITERATURE: THEORIES ABOUT CAREER CHANGE: CONSTRAINTS ON CAREER CHANGE: SOME PROPOSALS FOR INTERVENTION: AND SOME OF THE DEVELOPING SOCIAL MOVEMENT RESPONSES. (AUTHOR/NG)
ERIC: ED129741

3085 MID-LIFE CAREER INFLUENCE JUN 77
HEALD, JAMES E.
VOCATIONAL GUIDANCE QUARTERLY;25;4;309-312
CAREER CHANGE, DEVELOPMENTAL STAGES, ADULT DEVELOPMENT, ENVIRONMENTAL INFLUENCES, SOCIAL INFLUENCES, VOCATIONAL DEVELOPMENT, STATE OF THE ART REVIEWS, MIDDLE AGED
EVENTS COMMON TO ALL PEOPLE, ALTHOUGH IN DIFFERING DEGREES, SUCH AS PHYSIOLOGICAL AND TECHNOLOGICAL CHANGES AT MID-LIFE, CONSTITUTE IMPORTANT INFLUENCES ON CAREER CHANGE AND DEVELOPMENT IN THE MID-LIFE PERIOD. (AUTHOR)
ERIC: EJ160269

3086 MIDDLE-AGED JOB-LOSERS. 77
BARNES, HERBERT S.;KING, RANDY
EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 38P.
CAREER CHANGE, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT POTENTIAL, EMPLOYMENT PROBLEMS, INCOME, JOB LAYOFF, LONGITUDINAL STUDIES, MALES, MIDDLE AGED, NATIONAL SURVEYS, PERSONAL ADJUSTMENT, UNEMPLOYMENT, VOCATIONAL ADJUSTMENT, WORK ENVIRONMENT
A STUDY INVOLVING NINETY-NINE MEN WHO HAD BEEN INVOLUNTARILY SEPARATED FROM THEIR JOBS WAS DONE TO ANALYZE (1) WHAT HAPPENS TO A MAN OVER FORTY-FIVE YEARS OLD WHEN HE LOSES A JOB AFTER HAVING SERVED WITH HIS CURRENT EMPLOYER FOR AT LEAST FIVE YEARS: (2) WHAT ARE THE PROBABILITIES OF HIS FINDING WORK WITHIN A REASONABLE PERIOD OF TIME: (3) HOW LIKELY IS HE TO BECOME DISCOURAGED AND RETIRE: (4) IF HE DOES FIND WORK, HOW DOES IT COMPARE WITH THE PREVIOUS JOB: AND (5) WHAT IMPACT DOES THE TOTAL EXPERIENCE HAVE ON HIS ECONOMIC POSITION AND PHYSICAL AND MENTAL WELL-BEING. LONGITUDINAL DATA FROM THE 1966 TO 1973 NATIONAL LONGITUDINAL SURVEYS (NLS) OF MIDDLE-AGED MEN WERE USED WHICH PROVIDED THE OPPORTUNITY TO OBSERVE MEN PRIOR TO AND TWO YEARS AFTER THEIR JOB SEPARATION AND COMPARE THEM TO A MATCHED CONTROL GROUP OF EMPLOYEES. THE PRESENT STUDY SUGGESTS THAT WHILE JOB DISPLACEMENTS DURING MIDDLE-AGE ARE NOT COMMON, THEY OCCUR FREQUENTLY ENOUGH TO CONSTITUTE A SOCIAL PROBLEM. NO OCCUPATIONAL OR EDUCATIONAL CATEGORY OF MEN IS IMMUNE TO THIS KIND OF CAREER DISRUPTION. THE MAJOR LONG-TERM IMPACT OF DISPLACEMENT APPEARS TO HAVE BEEN A SUBSTANTIAL DETERIORATION IN OCCUPATIONAL STATUS. IN ADDITION TO ECONOMIC LOSSES, THE DISPLACED WORKERS SUFFERED FROM DETERIORATING HEALTH AND SOME SENSE OF ALIENATION. (EM)
ERIC: ED143964

3087 MIGRANT - NONMIGRANT EARNINGS DIFFERENTIAL IN A LOCAL LABOR MARKET 1975
HILL, C.R.
INDUSTRIAL AND LABOR RELATIONS REVIEW, VOL.28, NO.3, APRIL 1975, P. 411-423.
DISCRIMINATION, EARNINGS, ECONOMICS, LABOR MARKET, MANUFACTURING, MINORITIES, MODELING, OBSOLESCENCE, QUANTITATIVE METHODS
COMPARISON OF THE EARNINGS RATES OF THE MIGRANT AND NONMIGRANT WORKERS IN THE MANUFACTURING INDUSTRY IN DETROIT, MICHIGAN REVEALS RACE AND AGE DIFFERENCES.
MGMT: ILR7580411

3088 MIGRANT AND SEASONAL FARMWORKER POPULATION SURVEY 15 JUL 76
TEXAS GOVERNORS OFFICE OF MIGRANT AFFAIRS, AUSTIN.
NOTES: FINAL REPT. 100P
MANPOWER, FARMS, TEXAS, MIGRANT WORKERS, MEXICAN AMERICANS, NTISSLLC
THIS REPORT DESCRIBES THE FINDINGS OF A STUDY CONDUCTED BY THE GOVERNORS OFFICE OF MIGRANT AFFAIRS. THE STUDY WAS CONDUCTED TO OBTAIN A STATEWIDE ESTIMATE OF THE MIGRANT AND SEASONAL FARMWORKER POPULATION. CONCLUSIONS PRESENTED WERE BASED ON A COMPREHENSIVE STUDY OF SEVEN AREAS IN TEXAS HAVING THE HIGHEST CONCENTRATION OF MIGRANT AND SEASONAL FARMWORKERS. IN ADDITION, SUPPORT DATA WERE OBTAINED FROM NEARLY 300 SOCIAL SERVICE AGENCIES AND THEIR BRANCH FACILITIES THROUGHOUT THE STATE. THE REPORT IS ORGANIZED INTO SIX MAIN PARTS AN EXECUTIVE SUMMARY OF FINDINGS: BACKGROUND OF THE STUDY: A DESCRIPTION OF THE METHODOLOGY: RESULTS OF THE STUDY: A DISCUSSION OF FINDINGS AND RECOMMENDATIONS: AND APPENDICES.
NTIS: PB-274 521/4ST NTIS PRICES PC A05/MF A01

3089 MIGRANT FARM LABOR IN NEW YORK STATE. 61
NEW YORK STATE INTERDEPARTMENTAL COMMITTEE ON FARM AND FOOD PROCESSING LABOR, ALBANY.
NOTES: 16P.

(CONT.)

3089 AGRICULTURAL LABORERS, COMMUNITY COOPERATION, EMPLOYER EMPLOYEE RELATIONSHIP, MIGRANTS, SOCIAL WELFARE, ALBANY, MEDIAL SERVICES

SEVEN NEW YORK STATE DEPARTMENTS WORK TOGETHER TO SEE THAT THE MIGRANT IS TREATED FAIRLY AND HUMANELY IN THE AREAS OF HEALTH, HOUSING, CHILD CARE, EDUCATION, LABOR CONDITIONS, SAFETY, AND EMPLOYER-EMPLOYEE RELATIONS. AN INTERDEPARTMENTAL COMMITTEE GUIDES THE EFFORTS OF THE DEPARTMENTS. THE AGENCIES WORK WITH A BODY OF STATE LAW WHICH IS UPDATED AND IMPROVED FROM YEAR TO YEAR. SUPPLEMENTING THESE SERVICES IS THE WORK OF THE GOVERNORS ADVISORY COUNCIL, REPRESENTING GROWERS, RELIGIOUS GROUPS, CIVIC GROUPS, AND PRIVATE GROUPS. THESE GROUPS DRAW ON THE STATE GOVERNMENT FOR HELP AND, IN TURN, ASSIST THE STATE DEPARTMENT IN ATTUNING THEIR EFFORTS TO LOCAL CONDITIONS. SUCCESSFUL PROGRAMS ARE DESCRIBED. CHILD CARE CENTERS ARE LARGELY SUPPORTED BY THE STATE. CHILDREN OF MIGRANT WORKERS ATTEND SPECIAL SUMMER SCHOOLS. PERMITS TO OPERATE CAMPS ARE REQUIRED. SPECIALLY TRAINED HEALTH EDUCATORS WORK IN THE CAMPS. GROWERS, CONTRACTORS, AND TRANSPORTERS REGISTER WITH THE STATE WHEN FIVE OR MORE WORKERS ARE INVOLVED. INDIVIDUAL WORK RECORDS ARE KEPT BY THE EMPLOYERS AND ARE AVAILABLE FOR INSPECTION. MIGRANT WORKERS ARE FURNISHED PAY STATEMENTS. CHILD LABOR LAWS ARE ENFORCED. WELFARE ASSISTANCE COVERS FOOD, CLOTHING, HOUSEHOLD INCIDENTALS, AND MEDICAL CARE. MEDICAL CARE INCLUDED MEDICAL AND SURGICAL TREATMENT, DENTAL AND NURSING CARE, AND DRUGS.

ERIC: ED002339

3090 MIGRANT FARM WORKERS IN NORTHWESTERN OHIO. AUG 71

HOWELL, JAMES D.:AND OTHERS

OHIO AGRICULTURAL RESEARCH AND DEVELOPMENT CENTER, WOOSTER.

NOTES: 29P.

AGRICULTURAL LABORERS, ATTITUDES, EMPLOYEE ATTITUDES, EMPLOYER ATTITUDES, FRINGE BENEFITS, MIGRANT CHILDREN, MIGRANT EDUCATION, MIGRANTS, SELF CONCEPT, SPANISH AMERICANS, STATISTICAL ANALYSIS, TABLES (DATA), WAGES, OHIO (NORTHWESTERN)

INSIGHT INTO BOTH THE EMPLOYEE AND EMPLOYER ASPECTS OF THE MEXICAN AMERICAN MIGRANT FARM WORKERS WAS THE BASIS FOR THIS STUDY. THE OBJECTIVES WERE (1) TO COLLECT SOCIOLOGICAL PROFILE DATA: (2) TO DETERMINE AND ANALYZE THE WAGE EARNINGS AND FRINGE BENEFITS OF THESE MIGRANTS: (3) TO SECURE MIGRANT OPINION ABOUT HOUSING AND EMPLOYMENT: (4) TO ANALYZE THE EDUCATIONAL PROGRESS OF MIGRANT CHILDREN: AND (5) TO DETERMINE GROWERS VIEWS ABOUT THE ROLE OF MIGRANT LABORERS IN THE COMMUNITY AND IN THE GROWERS FARMING OPERATION. THE DATA, COLLECTED THROUGH PERSONAL INTERVIEWS WITH 69 MIGRANT WORKERS AND THEIR 29 EMPLOYERS, INDICATED THAT MIGRANT INTERVIEWEES DID NOT CONSIDER THEMSELVES TO BE IN POVERTY AND WERE REASONABLY WELL SATISFIED WITH THE EARNINGS, HOUSING, FRINGE BENEFITS, WORKING CONDITIONS, AND GOVERNMENT SERVICES AVAILABLE TO THEM IN OHIO. ALSO, WHILE MIGRANT CHILDREN HAVE RECEIVED CONSIDERABLY MORE EDUCATION THAN THEIR PARENTS, MORE THAN 50% OF THOSE IN SCHOOL WERE MORE THAN 1 YEAR BEHIND THEIR GRADE LEVEL. IN INTERVIEWS, GROWERS ADMITTED THAT IF WAGE RATES INCREASE SIGNIFICANTLY ABOVE CURRENT LEVELS, THERE WILL LIKELY BE INCREASED MECHANICAL HARVESTING AND A CONSIDERABLE DECREASE IN MIGRANT EMPLOYMENT. (HBC)

ERIC: ED065229

3091 MIGRANT FARM WORKERS IN THE STATE OF WASHINGTON, VOLUME II. ECONOMIC AND SOCIAL CHARACTERISTICS OF MIGRANT AGRICULTURAL WORKERS IN WASHINGTON STATE 1 MAY 67

CONSULTING SERVICES CORP., SEATTLE, WASH.

CONTRACT NO. OEO-1228

NOTES: 87P

AGRICULTURE, MANPOWER STUDIES, MANPOWER STUDIES, WASHINGTON(STATE)

THE PURPOSE OF VOLUME II IS TO PRESENT INFORMATION SELECTED FROM THE SURVEYS CONDUCTED DURING THE 1966 GROWING SEASON IN WASHINGTON STATE. VOLUME II IS THE SECOND OF FOUR VOLUMES: VOLUME I IS AN ANNOTATED BIBLIOGRAPHY OF MIGRANT STUDIES: VOLUME III IS AN ANALYSIS OF SOME OF THE DATA PRESENTED IN VOLUME II: VOLUME IV COVERS LEGISLATION AND GOVERNMENT ADMINISTRATION RELATIVE TO MIGRANT LABOR. THE FOUR VOLUMES SUMMARIZE WHAT IS PROBABLY THE MOST COMPREHENSIVE STUDY OF MIGRATORY WORKERS YET COMPLETED. (AUTHOR)

NTIS: PB-177 674 CFSTI PRICES PC$6.00 MF$0.95

3092 MIGRANT FARM WORKERS IN THE STATE OF WASHINGTON, VOLUME III. AN ANALYSIS OF MIGRANT AGRICULTURAL WORKERS IN WASHINGTON STATE 15 MAY 67

CONSULTING SERVICES CORP., SEATTLE, WASH.

CONTRACT NO. OEO-1228

NOTES: 92P

AGRICULTURE, MANPOWER STUDIES, MANPOWER STUDIES, WASHINGTON(STATE), MIGRANT LABOR

THIS REPORT IS THE THIRD VOLUME OF A FOUR-PART STUDY OF MIGRANT FARM WORKERS IN THE STATE OF WASHINGTON. VOLUME I IS AN ANNOTATED BIBLIOGRAPHY OF PUBLISHED MATERIALS RELATING TO MIGRANTS. VOLUME II SUMMARIZES SEVERAL FIELD SURVEYS CONDUCTED DURING THE 1966 GROWING SEASON. THE PRESENT VOLUME ANALYZES AND DRAWS CONCLUSIONS FROM THE DATA PRESENTED IN VOLUME II. VOLUME IV WILL EXAMINE EXISTING ADMINISTRATIVE PROCEDURES AND LEGISLATION IN RELATION TO THE PRECEDING DATA AND ANALYSES, IN ORDER TO RECOMMEND CHANGES WHICH WOULD INCREASE THE WELFARE OF THE MIGRANT WORKER AND AT THE SAME TIME ASSURE A REASONABLE SUPPLY OF LABOR FOR WASHINGTON STATES AGRICULTURAL EMPLOYERS. THE FOUR VOLUMES SUMMARIZE WHAT IS PROBABLY THE MOST COMPREHENSIVE STATEWIDE STUDY OF MIGRATORY WORKERS YET COMPLETED. (AUTHOR)

NTIS: PB-177 675 CFSTI PRICES PC$6.00 MF$0.95

3893 MIGRANT RESEARCH PROJECT ANNUAL REPORT 1970. APR 71
MANPOWER EVALUATION AND DEVELOPMENT INST., WASHINGTON, D. C. OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 79P.
AGENCY ROLE, ANNUAL REPORTS, DEMOGRAPHY, EDUCATION, EMPLOYMENT, FARM LABOR, FEDERAL PROGRAMS, HEALTH, INCOME, INTERVIEWS, MANPOWER DEVELOPMENT, MIGRANT WORKERS, NUTRITION, PILOT PROJECTS, QUESTIONNAIRES, RESEARCH METHODOLOGY
OBJECTIVES OF THE MIGRANT RESEARCH PROJECT, A PILOT STUDY FUNDED BY THE OFFICE OF ECONOMIC OPPORTUNITY, WERE TO OBTAIN NEEDED DATA ABOUT THE MIGRANT WORKER POPULATION AND TO DEVELOP INSTRUMENTS AND RESEARCH TECHNIQUES FOR FUTURE STUDIES. THUS, INTERVIEWS WERE CONDUCTED WITH OVER 13,000 MIGRANT FAMILIES (REPRESENTING ALMOST 80,000 INDIVIDUALS) AND WITH GROWERS OR COMPANY REPRESENTATIVES, CREW LEADERS, AND WELFARE DIRECTORS. ADDITIONALLY, DATA-GATHERING INSTRUMENTS WERE DEVELOPED AND USED TO OBTAIN INFORMATION FOR USE BY MIGRANT-ASSISTANCE AGENCIES. RESULTS ARE INCLUDED IN THE 1970 ANNUAL REPORT IN TERMS OF DEMOGRAPHIC CHARACTERISTICS OF MIGRANTS, RECENT WORK EXPERIENCE, EXPERIENCE WITH SOCIAL AGENCIES, THE IMPACT OF MECHANIZATION, THE EXISTING FOOD STAMP PLAN, THE PROPOSED FAMILY ASSISTANCE PLAN, AND SPECIAL STUDIES AND ACTION PROGRAMS. BASED UPON THE 2-YEAR STUDY, THE PROJECT REPORT ALSO OFFERS CONCLUSIONS AND RECOMMENDATIONS ABOUT SEVERAL SPHERES OF ACTIVITY, INCLUDING ESTABLISHMENT OF PROCEDURES WHICH WILL ALLOW PUBLIC-ASSISTANCE AGENCIES (1) TO MEET MORE EQUITABLY THE NEEDS OF THEIR MIGRANT CLIENTELE AND (2) TO FORMULATE PLANS TO MEET THE NEEDS OF MIGRANT AND SEASONAL WORKERS WHO WILL SOON BE DISPLACED FROM EMPLOYMENT BY MECHANIZATION. GRAPHS, TABLES, AND PHOTOGRAPHS ARE INCLUDED. (THE 1969 ANNUAL REPORT IS ED 043 443.) (EL)
ERIC: ED050858

3894 THE MIGRANT WORKER IN SOCIO-HISTORICAL PERSPECTIVE. FEB 74
ELLENBROOK, DAVID:ENOCH, J. REX
NOTES: 14P.; PAPER PRESENTED AT THE RURAL SOCIOLOGY SECTION OF THE ANNUAL MEETING OF THE SOUTHERN ASSOCIATION OF AGRICULTURAL SCIENTISTS (MEMPHIS, TENNESSEE, FEBRUARY 1974)
ACCULTURATION, AGRICULTURAL LABORERS, AMERICAN HISTORY, CHANGE AGENTS, FUTURES (OF SOCIETY), HUMAN DEVELOPMENT, LABOR UNIONS, LIFE STYLE, MAJORITY ATTITUDES, MIGRANT WORKERS, MINORITY GROUPS, RURAL AREAS, SOCIOECONOMIC INFLUENCES, STEREOTYPES
MIGRANT IS A RELATIVE STATUS WHICH HISTORICALLY HAS BEEN QUITE DIVERSE, NOT ONLY IN ORIGIN AND MAKEUP, BUT IN STYLE. THE TRENDS IN MIGRANT WORKERS STATUS AND METHOD OF OPERATION BY BROAD HISTORICAL EPOCHS ARE DESCRIBED. WHEREVER THE MIGRANT IS, HE HAS WANDERED THERE THROUGH A SERIES OF CIRCUMSTANCES, IDENTITIES, AND RELATIONSHIPS WHICH HAVE SERIOUSLY ALTERED THE VERY NATURE OF THIS POPULATION. EMPHASIS IS PLACED ON WHAT HAS HAPPENED SINCE THE CIVIL WAR (WHEN AN ECONOMIC STYLE OPENED THE DOOR FOR MORE EXTENSIVE MOBILITY AMONG FARM LABORERS) AND THE IMPACT OF MODERN HISTORY (ESPECIALLY INDUSTRIALIZATION). THE DOCUMENT COVERS (1) FARM LABORERS IN COLONIAL AMERICA, (2) MIGRANT WORKERS IN THE WEST AND SOUTHWEST (BEGINNING IN THE 1800S), AND (3) THE MIGRANT WORKER SINCE WORLD WAR II. HOPE FOR MIGRANT WORKERS, A MINORITY GROUP WITH LITTLE POWER, MAY LIE IN UNIONIZATION, ALTHOUGH THE UNWILLINGNESS OF THE GOVERNMENT TO ENFORCE LABOR LAWS IS ONLY ONE PART OF THE PROBLEM IN MAKING THESE EFFORTS EFFECTIVE. SOME OTHER DIFFICULTIES ARE (1) LOW EDUCATIONAL LEVELS, (2) THE INABILITY OF WORKERS TO SETTLE FOR DEFERRED GRATIFICATION, (3) THE LACK OF EFFECTIVE LEADERSHIP, AND (4) THE INCONGRUENT LIFE STYLE INHERENT IN THE CONCEPT OF THE ORGANIZED TRANSIENT. IN SUMMARY, THE MIGRANT SITUATION IS ANYTHING BUT CLEAR AND PREDICTIONS ARE HAZARDOUS. WHETHER THOSE REMAINING IN THE MIGRANT STREAM CAN EVER MOVE OUT OF THIS STATUS DEPENDS ON A NUMBER OF VARIABLES, I.E., IF THE ECONOMY CAN ABSORB THEM AND IF THEY ARE NOT COMPLETELY ELIMINATED FROM AGRICULTURAL PURSUITS BY INDUSTRIALIZATION. (KM)
ERIC: ED094910

3895 MIGRATION AN OLD SCENE WITH A NEW CAST. CENTER FOR RURAL MANPOWER & PUBLIC AFFAIRS SPECIAL PAPER NO. 23. SEP 74
REUL, MYRTLE R.
MICHIGAN STATE UNIV., EAST LANSING. CENTER FOR RURAL MANPOWER AND PUBLIC AFFAIRS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 63P.
AGRICULTURAL LABORERS, AMERICAN INDIANS, DEMOGRAPHY, EMPLOYMENT PATTERNS, GEOGRAPHIC REGIONS, MIGRANT WORKERS, MIGRATION PATTERNS, NEGRO POPULATION TRENDS, POPULATION DISTRIBUTION, POPULATION TRENDS, RELOCATION, RURAL AREAS, SOCIAL MOBILITY, URBAN IMMIGRATION, URBAN RURAL MIGRATION
MIGRATION IS NOT A NEW CONCEPT. ALL THROUGH AMERICAS HISTORY, THERE HAS BEEN A PUSH AND PULL RELATED TO POPULATION MOVEMENT. MOST AMERICANS HAVE MOVED SEVERAL TIMES AND FROM ONE GEOGRAPHICAL REGION TO ANOTHER. OTHERS HAVE MOVED ONLY A SHORT DISTANCE FROM THEIR BIRTHPLACE OR PERHAPS NOT AT ALL. U.S. CENSUS INFORMATION SHOWS THAT EACH YEAR NEARLY 20 PERCENT OF THE POPULATION CHANGES RESIDENCE. TRADITIONALLY MIGRATION HAS FOLLOWED THE SAME PATTERNS. THE ONLY REAL CHANGES IN AMERICAS POPULATION MOVEMENT ARE THE ETHNIC, RACE, AGE, AND SOMETIMES SEX CHARACTERISTICS OF THOSE WHO MIGRATE AND THEIR REASONS FOR MOVING. THIS MONOGRAPH DISCUSSES MIGRATION IN A GLOBAL SENSE, INCLUDING BOTH URBAN AND RURAL. THE MONOGRAPHS PURPOSE IS TO (1) SHOW THAT WHEN VIEWED IN ITS HISTORICAL PERSPECTIVE, MIGRATION HAS CHANGED ONLY IN TERMS OF NUMBERS AND RACIAL, SEXUAL OR ETHNIC COMPOSITION OF THE MOVING GROUPS; AND (2) POINT OUT THE ACCURATE PREDICTION OF SOCIAL NEEDS CAN BE MADE YEARS IN ADVANCE BY EXAMINING POPULATION TRENDS AND THE MOVEMENT OF PEOPLE. TOPICS COVERED ARE TRADITIONAL PATHWAYS OF MOVEMENT, NEW PATTERNS OF MOVEMENT, DECISIONS TO MOVE, OUTMIGRATION FROM THE UNITED STATES, INCREASED PSYCHOLOGICAL NEEDS AMONG MIGRANTS, STATE GAINS AND LOSS, CHANGING NEEDS IN EMPLOYMENT, AND GROWTH INDICATIONS OF THE FUTURE. (NG)
ERIC: ED100569

3096 MIGRATION AND THE COST OF UNEMPLOYMENT INSURANCE PROTECTION FOR AGRICULTURAL WORKERS. BULLETIN 760(TECHNICAL); NE-58 RESEARCH BULLETIN, OCTOBER 1973. OCT 73
EMERSON, ROBERT D.
FLORIDA UNIV., GAINESVILLE. AGRICULTURAL EXPERIMENT STATION. DEPARTMENT OF AGRICULTURE, WASHINGTON, D.C.; DEPARTMENT OF LABOR, WASHINGTON, D.C.
CONTRACT NO. UIS-72-2
NOTES: 80P.; SOME PARTS MAY BE MARGINALLY LEGIBLE DUE TO SMALL PRINT OF THE ORIGINAL DOCUMENT
AGRICULTURAL LABORERS, COST EFFECTIVENESS, ECONOMIC FACTORS, ESTIMATED COSTS, FARM LABOR SUPPLY, FRINGE BENEFITS, INSURANCE PROGRAMS, INTERSTATE WORKERS, LABOR FORCE, MAN DAYS, MIGRANT EMPLOYMENT, MIGRANT WORKERS, MIGRATION, PROGRAM COSTS, TABLES (DATA), UNEMPLOYMENT INSURANCE, WAGES, WORKMANS COMPENSATION, UNITED STATES (NORTHEAST)
THE STUDY EXAMINED THE EFFECT ON THE COST OF EXTENDING UNEMPLOYMENT INSURANCE PROTECTION TO AGRICULTURAL WORKERS IF INTERSTATE WORKERS REDUCED THEIR MIGRATION FOR EMPLOYMENT AS A RESULT OF SUCH A PROGRAM. THERE WERE 58,425 MIGRANTS IN 14 STATES WHO HAD AGRICULTURAL EMPLOYMENT EARNINGS IN MORE THAN ONE STATE DURING A 52-WEEK PERIOD. TWO SETS OF ADJUSTMENTS WERE MADE ON WORKERS ELIGIBLE FOR UNEMPLOYMENT INSURANCE BENEFITS ON THE BASIS OF AGRICULTURAL COVERAGE IF THEY WERE NOT ALREADY ELIGIBLE BY PREVIOUSLY COVERED NONFARM EMPLOYMENT 50(REDUCTION AND 100(REDUCTION IN INTERSTATE WEEKS OF EMPLOYMENT. WORKERS WHOSE EMPLOYMENT HISTORIES WERE ADJUSTED HAD AS NEARLY AS POSSIBLE 50(AND 100(, ALTERNATELY, OF THEIR INTERSTATE EMPLOYMENT DELETED TO STIMULATE THE PHENOMENON UNDER STUDY. IF DELETED, A JOB WAS DELETED IN ITS ENTIRETY. SIMILARLY, NO JOB WAS DELETED WHICH MADE A WORKER INELIGIBLE FOR BENEFITS. THE EFFECTIVE REDUCTIONS IN INTERSTATE EMPLOYMENT WHEN TAKEN OVER ALL MIGRANT WORKERS WERE 20(AND 71(FOR THE TWO REDUCTIONS, RESPECTIVELY. WITH NO CHANGES IN MIGRATORY WORK HISTORIES, THE EXTENSION OF UNEMPLOYMENT INSURANCE COVERAGE TO EMPLOYERS WITH ONE OR MORE WORKERS IN 20 OR MORE WEEKS OR A HIGH QUARTERLY PAYROLL OF $1,500 OR MORE RESULTED IN A COST RATE OF 4.78 FOR MIGRANTS SEPARATELY AND 2.95 FOR ALL AGRICULTURAL WORKERS TAKEN TOGETHER. THIS RATE TAKEN OVER ALL WORKERS INCREASED TO 3.79 AFTER THE 50(REDUCTION AND TO 6.15 AFTER THE 100(REDUCTION. AVERAGE EARNINGS PLUS BENEFITS FOR MIGRANTS WERE $3,534. (AUTHOR/NQ)
ERIC: ED141037

3097 MIGRATION AND THE LABOR FORCE SEP 74
MYERS, GEORGE C.
MONTHLY LABOR REVIEW;97;9;12-6
LABOR SUPPLY, MIGRATION, SOCIOECONOMIC INFLUENCES, IMMIGRANTS, BOOK REVIEWS, ECONOMIC CHANGE, URBANIZATION, MIGRATION PATTERNS, MIGRANT WORKERS
A REVIEW OF FIVE RECENT BOOKS INDICATES THAT THE MIGRATION OF LABOR REMAINS, ON BALANCE, A DYNAMIC FORCE FOR HUMAN BETTERMENT AND ECONOMIC PROSPERITY. (AUTHOR)
ERIC: EJ103648

3098 THE MIGRATORY FARM LABOR PROBLEM IN THE UNITED STATES. 15 MAR 67
CONGRESS OF THE U.S., WASHINGTON, D.C. SENATE COMMITTEE ON LABOR AND PUBLIC WELFARE.
NOTES: 70P.
ADVISORY COMMITTEES, AGRICULTURAL LABORERS, CHILD LABOR, COLLECTIVE BARGAINING, EDUCATION, FARM LABOR PROBLEMS, FEDERAL LEGISLATION, FOREIGN WORKERS, FRINGE BENEFITS, GEOGRAPHIC DISTRIBUTION, GOVERNMENT ROLE, HEALTH, HOUSING, LABOR LEGISLATION, MIGRANTS, MIGRANT WORKERS, MINIMUM WAGE LEGISLATION, NATIONAL SURVEYS, SANITATION, SEASONAL LABORERS, WAGES
MIGRATORY FARM WORKERS EMPLOYED IN 688 COUNTRIES IN 46 STATES IN 1965 REPRESENT A 9 PERCENT INCREASE OVER 1964. AVERAGE EARNINGS FOR THE MIGRATORY FARM WORKER IN 1965 WERE $1,737. IN SPITE OF THE NEW LEGISLATION, WHICH IS DESCRIBED, THERE ARE ADDITIONAL NEEDS IN THE AREAS OF WAGES, CHILD LABOR, HEALTH, EDUCATION, DAY CARE, HOUSING, SANITATION, AND VOLUNTEERS IN SERVICE TO AMERICA. THE FOLLOWING CORRECTIVE LEGISLATION WAS RECOMMENDED (1) EXTENSION OF COLLECTIVE BARGAINING RIGHTS TO MIGRANT WORKERS UNDER THE NATIONAL LABOR RELATIONS ACT, (2) MODERNIZED RECRUITMENT PROCEDURES TO RESULT IN SUBSTANTIAL YEAR-ROUND EMPLOYMENT AND A MORE STABILIZED LABOR SUPPLY, (3) ESTABLISHMENT OF A NATIONAL ADVISORY COMMITTEE, (4) RAPID TAX AMORTIZATION FOR CONSTRUCTION OF MIGRANT HOUSING, (5) EXTENSION OF COMPULSORY WORKMENS COMPENSATION LAWS, (6) UNEMPLOYMENT INSURANCE LAWS FOR MIGRATORY FARM WORKERS, (7) MODIFICATION OF OLD AGE, SURVIVORS, AND DISABILITY INSURANCE, AND (8) PUBLIC WELFARE ASSISTANCE BASED ON NEED RATHER THAN RESIDENCE. THE APPENDIXES CONTAIN INFORMATION CONCERNING DOMESTIC AGRICULTURAL MIGRANTS IN THE UNITED STATES BY STATES AND COUNTY AND GRANT ASSISTANCE BY STATE AND PROJECT. A MAP OF DOMESTIC AGRICULTURAL MIGRANTS BY COUNTY IN THE UNITED STATES AND A MINORITY REPORT BY TWO COMMITTEE MEMBERS ARE INCLUDED. (DM)
ERIC: ED022847

3099 MIGRATORY FARMWORKER PROBLEMS AND NEEDS. 18 JUN 71
MCELROY, ROBERT C.
NOTES: 18P.; REMARKS BEFORE THE NATIONAL MANPOWER ADVISORY COMMITTEE, WASHINGTON, D.C., JUNE 18, 1971
FEDERAL GOVERNMENT, IMMIGRANTS, LABOR LEGISLATION, MANPOWER NEEDS, MIGRANT PROBLEMS, MIGRANT WORKERS, NEEDS, POLITICAL POWER, PROGRAM DEVELOPMENT, SEASONAL EMPLOYMENT, SPEECHES, TECHNOLOGICAL ADVANCEMENT, WORKMANS COMPENSATION
DESPITE MUCH PUBLICITY, HEARINGS, LEGISLATIVE EFFORTS, AND OTHER MINOR ACCOMPLISHMENTS IN RECENT YEARS, MIGRANTS ARE STILL ONE OF THE MOST DISADVANTAGED AND IMPOVERISHED GROUPS IN THE U.S. AMONG THEIR PROBLEMS IS THAT THEY HAVE NEITHER THE POLITICAL, ECONOMIC, NOR OTHER MEANS OF MITIGATING THEIR PROBLEMS. SOME OF THEIR PROBLEMS INCLUDE UNCERTAIN JOBS, CHANGING WORK LOCATIONS, SEASONALLY INDUCED INTERMITTENT WORK PERIODS,

(CONT.)
3099 TRAVELING TO DISTANT AREAS, TEMPORARY AND OFTEN INADEQUATE HOUSING, LOW EARNINGS, FEWER EDUCATIONAL OPPORTUNITIES, AND LOWER EDUCATIONAL ATTAINMENT. THEIR ONLY HOPE OF ALLEVIATING THESE PROBLEMS REMAINS IN CONGRESSIONAL ACTION TO (1) CHANGE CURRENT LAWS WHICH EXCLUDE FARMWORKERS FROM SOCIAL PROTECTIONS AND (2) AMEND THE IMMIGRATION AND NATIONALITY ACT, THUS REDUCING THE EXCESSIVE AND POTENTIALLY ENDLESS SUPPLY OF WORKERS FROM MEXICO. YET, THE MIGRANTS CRUCIAL NEED IS FOR A MORE ACTIVE AND EFFECTIVE POLICY BY THE FEDERAL GOVERNMENT TO (1) MITIGATE THE EXTREME SEVERITY OF MIGRANCY AND (2) DETERMINE AND IMPLEMENT MEASURES WHICH WILL HELP TO ELIMINATE MIGRANCY. (NQ)
ERIC: ED092282

3100 MILITARY HEALTH MANPOWER 30 JUN 70
SANTA-CLARA COUNTY MEDICAL CENTER RESEARCH FOUNDATION, SAN JOSE, CALIF.
GRANT NO. OL-92-05-68-10
NOTES: FINAL REPT. 70P
MILITARY PERSONNEL, PARAMEDICAL SCIENCES, MANPOWER UTILIZATION, MILITARY PERSONNEL, PARAMEDICAL SCIENCES, MANPOWER, VETERANS
THE PROJECT WAS DEVELOPED TO DEMONSTRATE HOW MILITARY DISCHARGEES WITH SKILLS IN THE HEALTH FIELDS COULD BE UTILIZED TO GREATER ADVANTAGE. THE MAJOR OBJECTIVES OF THE PROJECT WERE SET UP TO (1) DEMONSTRATE THAT SERVICEMEN WITH TRAINING IN THE HEALTH OCCUPATIONS CAN BE IDENTIFIED AND DIRECTED TOWARD TRAINING PROGRAMS; (2) DEMONSTRATE THAT UNIQUE PROGRAMS ACCOUNTING FOR PAST TRAINING AND EXPERIENCE CAN BE DEVELOPED; (3) DEMONSTRATE THAT EDUCATIONAL INSTITUTIONS CAN MODIFY THEIR PROGRAMS TO ACCOMMODATE INDIVIDUALS WITH A BROAD RANGE OF PAST TRAINING AND EXPERIENCE; (4) TEST WHETHER SUCH INDIVIDUAL CAN BE SUCCESSFULLY PLACED IN VARIED SETTINGS; (5) DEMONSTRATE NEW LEVELS OF HEALTH PERSONNEL CAN BE DEVELOPED; (6) TEST WHETHER LICENSURE LAWS CAN BE MODIFIED; (7) GAUGE PROFESSIONAL REACTION; (8) TEST WHETHER THESE INDIVIDUAL DO WELL IN A JOB. (DLMA ABSTRACT)
NTIS: PB-200 152 NTIS PRICES PC$3.00 MF$0.95

3101 MILITARY MEDICS--WILL WE USE THEIR SKILLS DEC 74
MARSHALL, PATRICIA
MANPOWER;6;12;14-21
HEALTH PERSONNEL, VETERANS, EMPLOYMENT PROBLEMS, EMPLOYMENT PRACTICES, CERTIFICATION, HEALTH OCCUPATIONS EDUCATION, MILITARY PERSONNEL, EMPLOYMENT QUALIFICATIONS, EQUIVALENCY TESTS, MANPOWER UTILIZATION, PROJECT VEHTS, VERSATILE EMPLOYMENT OF HEALTH TRAINED SERVICEMEN, AMERICAN MEDICAL ASSOCIATION, AMA, OPERATION MEDIHC
THE GREATES OBSTACLES MEDICS FACE IN NEGOTIATING THE PASSAGE BETWEEN MILITARY AND CIVILIAN HEALTH JOBS ARE CREATED BY CIVILIAN HIRING STANDARDS. CIVILIAN EMPLOYERS RELY ON LICENSURE BY A STATE AGENCY OR ACCREDITATION BY A PROFESSIONAL ORGANIZATION. (AUTHOR/AJ)
ERIC: EJ107112

3102 MILITARY-CIVILIAN JOB COMPARABILITY MANUAL, A GUIDE FOR EMPLOYERS, VOCATIONAL COUNSELORS AND OTHERS CONCERNED WITH EMPLOYMENT OF VETERANS.
DEPARTMENT OF DEFENSE, WASHINGTON, D.C. ASSISTANT SECRETARY OF DEFENSE (MANPOWER AND RESERVE AFFAIRS).
NOTES: 287P.
ADULT VOCATIONAL EDUCATION, ARMED FORCES, COMPARATIVE ANALYSIS, EMPLOYMENT OPPORTUNITIES, GOVERNMENT (ADMINISTRATIVE BODY), INDEXES (LOCATERS), MANPOWER UTILIZATION, MANUALS, MILITARY TRAINING, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, VETERANS, VETERANS EDUCATION, VOCATIONAL ADJUSTMENT, VOCATIONAL DEVELOPMENT, CAREER AWARENESS, ECONOMIC AWARENESS
THIS MANUAL WAS DEVELOPED BY THE OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE AS A GUIDE FOR VOCATIONAL COUNSELORS, EMPLOYERS, AND OTHERS CONCERNED WITH THE EMPLOYMENT OF VETERANS. MILITARY JOBS IN THE ARMY, NAVY, MARINE CORPS, AND AIR FORCE ARE LISTED AND TABBED SEPARATELY FOR EACH SERVICE. HIGHLY RELATED AND SUBSTANTIALLY RELATED CIVILIAN JOBS ARE PRESENTED TOGETHER WITH THE MILITARY JOB DESCRIPTIONS IN A 3-COLUMN FORMAT. INCLUDED WITH EACH JOB LISTING ARE (1) THE NUMBER OF WEEKS REQUIRED FOR ENTRY LEVEL JOB TRAINING, AND (2) OCCUPATIONAL CODES, WITH THE SPECIALTY RATINGS. A SEPARATE SECTION LISTS CIVILIAN JOB CATEGORIES ALPHABETICALLY, GIVING RELATED MILITARY SPECIALITIES FOR EACH CATEGORY. TABBED INDEXES ARE INCLUDED SEPARATELY FOR EACH SERVICE. INSTRUCTIONS FOR USE OF THE MANUAL ARE DETAILED, NOTING THAT COMBAT RELATED JOBS ARE NOT SEPARATELY LISTED. JOBS FOR EACH MILITARY SERVICE EXCEPT THE NAVY ARE GROUPED IN THESE EIGHT CATEGORIES (1) ELECTRONIC EQUIPMENT REPAIRMEN, (2) COMMUNICATIONS AND INTELLIGENCE SPECIALISTS, (3) MEDICAL AND DENTAL SPECIALISTS, (4) OTHER TECHNICAL AND ALLIED SPECIALISTS, (5) ADMINISTRATIVE SPECIALISTS AND CLERKS, (6) ELECTRICAL AND MECHANICAL EQUIPMENT REPAIRMEN, (7) CRAFTSMEN, AND (8) SERVICE AND SUPPLY HANDLERS. (AG)
ERIC: ED070823

3103 A MILLION JOBS GO BEGGING 1975
BUSINESS WEEK, NO.2372, MARCH 17, 1975, P. 44-46.
ELECTRONIC INDUSTRY, EMPLOYEE FORECASTING, EMPLOYMENT POLICY, HUMAN RESOURCE DEVELOPMENT, JOB TRAINING, LABOR MARKET, LONG RANGE PLANNING AND OBJECTIVES, OIL INDUSTRY, SPECIALIZATION, TECHNOLOGICAL CHANGE, UNEMPLOYMENT
A BETTER SYSTEM IS NEEDED FOR FORECASTING SHORT AND LONG RANGE SPECIALIZED JOB NEEDS, BUT WOULD REQUIRE COOPERATIVE PROJECTION BY ALL MAJOR CORPORATIONS.
MGMT: BWE75C1744

3104 A MILLION JOBS WITH NO TAKERS 1976
BUSINESS WEEK, NO.2415, JAN 19, 1976, P. 16-17.
CAREER DEVELOPMENT, EMPLOYEE COMPENSATION, HEALTH CARE INDUSTRY, HUMAN RESOURCE DEVELOPMENT, JOB SATISFACTION, JOB SECURITY, LABOR TURNOVER, LAYOFF, MOTIVATION, SHORTAGES, TECHNOLOGICAL CHANGE, TRAINING AND DEVELOPMENT, UNEMPLOYMENT, WAGES
MANY SKILLED JOBS ARE NOT BEING FILLED AS WAGES ARE MINIMAL, JOBS ARE TOO FAR AWAY OR DISTASTEFUL FOR OTHER REASONS. WOMENS LIBERATION HAS DISCOURAGED SECRETARIAL TRAINING AMONG WOMEN SHORTAGES EXIST AMONG MACHINISTS, WELDERS, AUTO MECHANICS, DOCTORS, HEALTH CARE PERSONNEL, AND ENGINEERING SPECIALISTS.
MGMT: BWE76A191E

3105 MILT GORDONS LONG ROAD BACK APR 76
BAKER, B. KIMBALL
WORKLIFE:1:4:29-31
CORRECTIONAL REHABILITATION, DRUG ABUSE, JOB TRAINING, EMPLOYMENT PROGRAMS, PROGRAM DESCRIPTIONS, CORRECTIONAL EDUCATION, VOCATIONAL COUNSELING, PROGRAM COORDINATION, PRISONERS, BIOGRAPHICAL INVENTORIES, EXOFFENDERS, DRUG ABSTINENCE PROGRAMS, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, GORDON (MILT)
A MAN WHO EXPERIENCED A CHANGE OF DIRECTION WHILE SERVING A PRISON SENTENCE, MILT GORDON, NOW COORDINATES A SUCCESSFUL BALTIMORE DRUG ABSTINENCE AND VOCATIONAL ASSISTANCE PROGRAM. A BRIEF BIOGRAPHICAL SKETCH OF GORDON AND A DESCRIPTION OF HIS PROGRAM FORM THE FOCAL POINTS OF THE ARTICLE. (AG)
ERIC: EJ137392

3106 MINDING YOUR OWN SMALL BUSINESS. FINAL REPORT. JUN 76
ATHENA CORP., BETHESDA, MD. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. OEC-0-74-9030
NOTES: 11P.; FOR RELATED DOCUMENTS SEE CE 010 065-068
BUSINESS ADMINISTRATION, BUSINESS EDUCATION, BUSINESS SUBJECTS, CAREER EXPLORATION, COURSE EVALUATION, COURSES, CURRICULUM DEVELOPMENT, MANAGEMENT GAMES, PROGRAM DESCRIPTIONS, SENIOR HIGH SCHOOLS, SIMULATION, TEACHING METHODS, VOCATIONAL EDUCATION
CURRICULUM DEVELOPMENT EFFORTS, PILOT TESTING, AND RECOMMENDATIONS ARE DESCRIBED FOR A ONE-SEMESTER COURSE ON SMALL BUSINESS OWNERSHIP AND MANAGEMENT AT THE SECONDARY SCHOOL LEVEL. THE ENTIRE CURRICULUM WAS DEVELOPMENTALLY TESTED ON TEN HIGH SCHOOL STUDENTS. REVISIONS WERE MADE DURING AND AFTER EACH SESSION BASED ON STUDENT CRITIQUES AND INSTRUCTOR OBSERVATIONS. A PILOT TEST OF THE CURRICULUM WAS CONDUCTED IN THE FALL OF 1975 AT A LOCAL AREA HIGH SCHOOL, WHICH RESULTED IN FURTHER REVISIONS. RECOMMENDATIONS MADE INCLUDE THE FOLLOWING (1) IMPLEMENTATION THIS CURRICULUM SHOULD BE OFFERED IN SECONDARY SCHOOLS AS PART OF GENERAL EDUCATION PROGRAMS, NOT EXCLUSIVELY AS A VOCATIONAL COURSE, AND PREFERABLY NOT LIMITED TO THOSE INTERESTED IN BUSINESS OR ECONOMICS. IT SHOULD BE MADE AVAILABLE TO ALL STUDENTS, AND ITS DESCRIPTION IN THE COURSE CATALOGUES SHOULD MAKE CLEAR ITS GENERIC NATURE. (2) MARKETING GIVEN THE INTEREST IN THE CURRICULUM EXPRESSED BY STATE BOARDS OF EDUCATION, DIRECTORS OF VOCATIONAL PROGRAMS, AND SECONDARY SCHOOL TEACHERS DURING CURRICULUM DEVELOPMENT, IT IS RECOMMENDED THAT MARKETING EFFORTS BE DIRECTED TOWARD DISSEMINATING THE CURRICULUM RATHER THAN CREATING A DEMAND FOR IT. (3) PILOT TESTING THE PILOT TEST CONDUCTED WAS NOT OF SUFFICIENT SIZE FROM WHICH TO GENERALIZE ABOUT THE CURRICULUMS EFFECTIVENESS AND USABILITY. FURTHER TESTING IS RECOMMENDED TO ESTABLISH ITS VALIDITY FOR WIDESPREAD USE. (TA)
ERIC: ED134827

3107 MINDING YOUR OWN SMALL BUSINESS. TEACHERS MANUAL. 76
ATHENA CORP., BETHESDA, MD. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. OEC-0-74-9030
NOTES: 357P.; FOR RELATED DOCUMENTS SEE CE 010 065-068
BUSINESS ADMINISTRATION, BUSINESS EDUCATION, BUSINESS SUBJECTS, CAREER EXPLORATION, COURSE CONTENT, CURRICULUM GUIDES, HIGH SCHOOL CURRICULUM, INSTRUCTIONAL MATERIALS, JOB SKILLS, LEARNING MODULES, MANAGEMENT GAMES, MANUALS, MARKETING, MERCHANDISING, RESOURCE GUIDES, RESOURCE MATERIALS, RETAILING, SECONDARY EDUCATION, SIMULATION, SKILL DEVELOPMENT, TEACHING GUIDES, TEACHING METHODS, TEACHING TECHNIQUES, VOCATIONAL EDUCATION
THE ONE-SEMESTER HIGH SCHOOL COURSE IN SMALL BUSINESS OWNERSHIP/MANAGEMENT FOR WHICH THIS MANUAL IS DESIGNED IS INTENDED TO EASILY ARTICULATE WITH BOTH GENERAL AND VOCATIONAL EDUCATION CURRICULA. FOCUS OF THE COURSE IS ON GENERAL MANAGEMENT SKILLS WITH OPPORTUNITY TO DEVELOP AND PRACTICE PROBLEM SOLVING, DECISIONMAKING, AND RESOURCE MANAGEMENT. INCLUDED IN THE MANUAL IS THE ENTIRE CURRICULUM OUTLINE DIVIDED INTO CONTENT (THE TOPIC OF EACH MODULE, A BRIEF SUMMARY OF THE CONTENT, AND CONCEPTS AND OBJECTIVES) AND PROCESS (ESTIMATED TIME TO COVER THE CONTENT OF THE MODULE, THE PARTICULAR TEACHING STRATEGY USED, AND THE PREPARATION NECESSARY TO TEACH THE MODULE). THE 35 MODULES ARE DIVIDED INTO FOUR UNITS THE SIXTEEN HOUR DAY, THE MARKET IS PEOPLE, DOLLARS AND DECISIONS, AND MANAGING FOR SUCCESS. (TWO SMALL BUSINESS SIMULATION GAMES WHICH ARE AN INTEGRAL PART OF THE CURRICULUM, 23 CLASS PERIODS, ARE BOUND SEPARATELY.) ALSO INCLUDED IN THIS MANUAL ARE (1) SAMPLE EVALUATIONS FOR EACH OF THE UNITS WITH QUESTIONS OF BOTH AN OBJECTIVE AND SUBJECTIVE NATURE, (2) COPIES OF ALL THE STUDENT INFORMATION SHEETS NEEDED, (3) A LIST OF REFERENCES TO OTHER MATERIALS RELATED TO THE CONTENT OF EACH MODULE, (4) A GLOSSARY OF RELEVANT TERMINOLOGY, AND (5) AN ANNOTATED BIBLIOGRAPHY COVERING THE SUBJECT OF SMALL BUSINESS. (TA)
ERIC: ED134826

3108 MINE-MACHINERY MECHANIC (MINING + QUARRYING) 620.281-078--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. AUG 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 22P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE REPAIRMEN, MECHANICS (PROCESS), NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069642

3109 MINIMUM WAGES AND THE YOUTH LABOR MARKET 1977
RAGAN, J.F. JR.
THE REVIEW OF ECONOMICS AND STATISTICS , VOL.59, NO.2, MAY 1977, P. 129-136. BIBLIOG. 22
ECONOMICS, EMPLOYMENT, MINIMUM WAGE, MODELING, UNEMPLOYMENT, WAGES, YOUTH
COMPARATIVE WAGE MODELS SUGGEST THAT MINIMUM WAGE LEGISLATION DOES INDEED DRIVE YOUNG PEOPLE FROM EMPLOYMENT. THE GREATEST IMPACT IS UPON NONWHITE YOUTHS.
MGMT: RES77E0129

3110 MINIMUM WAGES AND UNEMPLOYMENT OF TEENAGERS OCT 69
EASLEY, JAMES E.:FEARN, ROBERT M.
NORTH CAROLINA STATE UNIV., RALEIGH.
GRANT NO. OL-91-35-66-65:OL-91-35-69-62
NOTES: FINAL REPT. 28P
UNEMPLOYMENT, SURVEYS, TEENAGE EMPLOYMENT, MINIMUM WAGE, YOUTH
THE PAPER INVESTIGATES THE DETERMINANTS OF TEENAGE UNEMPLOYMENT BY COLOR, SEX, AND SCHOOL ENROLLMENT STATUS DURING THE 1948-68 PERIOD. PARTICULAR EMPHASIS IS GIVEN TO THE DIFFERENTIAL CYCLICAL SENSITIVITY, THE INFLUENCE OF THE INCREASING RELATIVE SUPPLY OF TEENAGERS IN THE U. S. LABOR FORCE, AND THE INFLUENCE OF INCREASING MINIMUM WAGE LEVELS ON TEENAGE UNEMPLOYMENT LEVELS BY COLOR AND SEX. EACH OF THESE FACTORS IS EXAMINED FOR INFLUENCE ON THE PATTERN OF TEENAGE UNEMPLOYMENT. (AUTHOR)
NTIS: PB-194 744 NTIS PRICES HC$3.00 MF$0.65

3111 MINING TECHNOLOGY. AN ASSESSMENT STUDY FOR EDUCATIONAL INSTITUTIONS POTENTIAL INVOLVEMENT IN SERVICING THE MINING INDUSTRY. SEP 76
WESTMORELAND COUNTY COMMUNITY COLL., YOUNGWOOD, PA. PENNSYLVANIA STATE DEPT. OF EDUCATION, HARRISBURG. BUREAU OF VOCATIONAL AND TECHNICAL EDUCATION.
NOTES: 39P.
COMMUNITY COLLEGES, COURSE DESCRIPTIONS, CURRICULUM DEVELOPMENT, EDUCATIONAL NEEDS, EQUIPMENT MAINTENANCE, GUIDELINES, INDUSTRIAL TECHNOLOGY, JUNIOR COLLEGES, MANPOWER NEEDS, MECHANICAL EQUIPMENT, NATURAL RESOURCES, NEEDS ASSESSMENT, OCCUPATIONAL INFORMATION, PROGRAM PLANNING, TECHNOLOGY, TRADE AND INDUSTRIAL EDUCATION, WORK ENVIRONMENT, COAL MINING, MINING
PREPARED TO SERVE THE 2-YEAR COLLEGE ADMINISTRATOR AND FACULTY MEMBER IN BECOMING ACQUAINTED WITH THE COAL MINING INDUSTRY AND IN DEVELOPING DEGREE AND NONDEGREE PROGRAMS IN MINING TECHNOLOGY, THIS REPORT PROVIDES DESCRIPTIONS OF THE MINING INDUSTRY, ORGANIZATION OF LABOR, JOB DESCRIPTIONS, TYPES AND METHODS OF COAL MINING, CERTIFICATION REQUIREMENTS, AND PROCESSES TOWARD ESTABLISHING TECHNICAL AND ADVISORY ASSISTANCE. (INFORMATION ABOUT THE MINING INDUSTRY FOR THIS STUDY WAS OBTAINED FROM EDUCATIONAL INSTITUTIONS CURRENTLY OFFERING MINING PROGRAMS, LABOR UNIONS, REGULATORY AGENCIES, COAL OPERATORS, MINING EQUIPMENT MANUFACTURERS, AND RESEARCH CONCERNS WHO HAVE DEALT WITH MINING EDUCATION.) A GENERAL OUTLINE OF THE METHODS OF BITUMINOUS COAL MINING CURRENTLY IN USE ARE PRESENTED, ALONG WITH THE LABOR STRUCTURE INHERENT IN EACH METHOD. PROPOSED CURRICULA ARE INCLUDED FOR CONSIDERATION BY EDUCATIONAL INSTITUTIONS WANTING TO DEVELOP MINING TECHNOLOGY PROGRAMS OR OFFER SPECIAL RELATED COURSES. RECOMMENDATIONS FOR THE COMPOSITION OF AN ADVISORY COUNCIL, A LIST OF AGENCIES TO BE CONTACTED DURING THE PLANNING AND IMPLEMENTATION OF MINING COURSES, AND A PARTIAL LISTING OF TEXTBOOKS ARE ALSO INCLUDED. (MF)
ERIC: ED141601

3112 MINNESOTA AGRI-BUSINESS EMPLOYMENT, OPPORTUNITIES AND TRAINING NEEDS. MAR 73
HOHENHAUS, WILLIAM E.
MINNESOTA STATE DEPT. OF EDUCATION, ST. PAUL. DIV. OF VOCATIONAL AND TECHNICAL EDUCATION.
CONTRACT NO. 36
AGRIBUSINESS, EDUCATIONAL NEEDS, EMPLOYMENT OPPORTUNITIES, OFF FARM AGRICULTURAL OCCUPATIONS, VOCATIONAL AGRICULTURE, AGRICULTURAL EDUCATION, CURRICULUM PLANNING,

(CONT.)

112 OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, MINNESOTA
TO DETERMINE THE OCCUPATIONAL OPPORTUNITIES AND TRAINING NEEDS FOR AGRIBUSINESS IN MINNESOTA IN ORDER TO DEVELOP MORE RELEVANT PROGRAMS FOR STUDENTS, SOME 340 HIGH SCHOOL DISTRICTS WERE SURVEYED AND DATA FROM 5,163 AGRICULTURAL BUSINESSES WERE ANALYZED. DATA INDICATED APPROXIMATELY 10,522 AGRIBUSINESS ESTABLISHMENTS IN THE STATE EMPLOY 125,975 PERSONS OF WHICH 59,683 NEED SOME AGRICULTURAL SKILLS AND KNOWLEDGE. THESE DATA CALL FOR TRAINING NEEDS OF NEARLY 5,000 PERSONS ANNUALLY WITH SOME AGRIBUSINESS COMPETENCIES. EMPLOYERS EXPRESSED A DESIRE FOR 50 PERCENT OF THEIR NEW EMPLOYEES TO HAVE A HIGH SCHOOL EDUCATION AND NEARLY 50 PERCENT SPECIALIZED POSTSECONDARY TRAINING, 31 PERCENT TO BE VOCATIONAL-TECHNICAL GRADUATES, AND 15 PERCENT TO HAVE SOME COLLEGE EDUCATION. AGRIBUSINESS FIRMS INDICATED THEY EXPECT TO HIRE 30 PERCENT OF THEIR NEW PERSONNEL DIRECTLY FROM TRAINING INSTITUTIONS. THE INDUSTRY APPEARED WILLING TO COOPERATE IN A SCHOOL-EMPLOYER EDUCATION PROGRAM. THE DATA SUGGEST THAT TRAINING STATIONS IN AGRIBUSINESSES ARE AVAILABLE IN ACEQUATE NUMBERS. (MU)
AIM/ARM: VT100532

113 MINNESOTA SCHOLASTIC APTITUDE TEST AND VOCATIONAL DEVELOPMENT INVENTORY TRAINING SUCCESS NORMS AND EMPLOYMENT SUCCESS NORMS. PROJECT MINI-SCORE FINAL TECHNICAL REPORT. MAR 72
PUCEL, DAVID J.;NELSON, HOWARD F.
MINNESOTA UNIV., MINNEAPOLIS. DEPT. OF TRADE AND INDUSTRIAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. DIV. OF COMPREHENSIVE AND VOCATIONAL RESEARCH.
NOTES: 39P.
STANDARDIZED TESTS, PREDICTIVE ABILITY (TESTING), PROGNOSTIC TESTS, VOCATIONAL COUNSELING, VOCATIONAL ADJUSTMENT, SUCCESS FACTORS, TABLES (DATA), APTITUDE TESTS, OCCUPATIONAL CLUSTERS, GROUP NORMS, PROFILE EVALUATION, VOCATIONAL EDUCATION, TECHNICAL EDUCATION, PROJECT MINI SCORE, VOCATIONAL DEVELOPMENT INVENTORY, VDI, MINNESOTA SCHOLASTIC APTITUDE TEST, MSAT
PRESENTED IN THIS DOCUMENT ARE DATA ON POST-SECONDARY VOCATIONAL EDUCATION STUDENTS AS COLLECTED BY MEANS OF THE VOCATIONAL DEVELOPMENT INVENTORY (VDI) AND THE MINNESOTA SCHOLASTIC APTITUDE TEST (MSAT). FOR TRAINING SUCCESS NORMS, 27 OCCUPATIONAL GROUPS WERE SEPARATED INTO THREE CLUSTERS ON THE BASIS OF SEX (PRIMARILY MALE, BOTH MALE AND FEMALE, AND PRIMARILY FEMALE CURRICULUMS). FOR EMPLOYMENT SUCCESS NORMS, DEVELOPED ON A SUBSET OF THE POPULATION USED FOR TRAINING SUCCESS NORMS, 13 OCCUPATIONAL GROUPS WERE CLUSTERED ON THE BASIS OF SEX. INCLUDED IS INFORMATION ON (1) PROJECT MINI-SCORE OCCUPATIONAL TRAINING PROGRAM GROUPS, (2) VDI PROFILES--TRAINING SUCCESS NORMS (3) MSAT PROFILES--TRAINING SUCCESS NORMS, (4) MSAT PROFILES--EMPLOYMENT SUCCESS NORMS, (5) VDI AND MSAT (FORM A), STANDARD DEVIATIONS AND NUMBER OF OBSERVATIONS FOR GROUPS USED IN PREPARING TRAINING SUCCESS NORMS, (6) STUDENT PROFILE SHEET--VDI SCORE, (7) STUDENT PROFILE SHEET--VDI SCORE, AND (8) STUDENT PROFILE SHEET--MSAT SCORE. ALSO INCLUDED IS INFORMATION ON USING THE PREPARED PROFILE SHEETS IN COUNSELING. RELATED DOCUMENTS ARE AVAILABLE AS VT 016 148-VT 016 150, AND VT 016 152, IN THIS ISSUE. (JS)
AIM/ARM: VT016151

114 MINNESOTA VOCATIONAL INTEREST INVENTORY TRAINING SUCCESS NORMS AND EMPLOYMENT SUCCESS NORMS. PROJECT MINI-SCORE FINAL TECHNICAL REPORT. MAR 72
PUCEL, DAVID J., AND OTHERS
MINNESOTA UNIV., MINNEAPOLIS. DEPT. OF TRADE AND INDUSTRIAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. DIV. OF COMPREHENSIVE AND VOCATIONAL RESEARCH
NOTES: 73P.
STANDARDIZED TESTS, PREDICTIVE ABILITY (TESTING), PROGNOSTIC TESTS, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, SUCCESS FACTORS, TABLES (DATA), INTEREST TESTS, OCCUPATIONAL CLUSTERS, GROUP NORMS, PROFILE EVALUATION, VOCATIONAL EDUCATION, TECHNICAL EDUCATION, PROJECT MINI SCORE, MINNESOTA VOCATIONAL INTEREST INVENTORY, MVII
PRESENTED IN THIS DOCUMENT ARE DATA ON THE INTEREST PATTERNS OF POST-SECONDARY VOCATIONAL EDUCATION STUDENTS AS COLLECTED BY MEANS OF THE MINNESOTA VOCATIONAL INTEREST INVENTORY (MVII). ASSUMING THAT WORKERS IN A GIVEN OCCUPATION POSSESS CERTAIN LIKES AND DISLIKES IN COMMON WHICH DIFFER FROM THOSE OF WORKERS IN OTHER OCCUPATIONS, THIS INTEREST INVENTORY ACCOMPLISHES FOR NONPROFESSIONAL GROUPS WHAT THE STRONG AND THE KUDER DO FOR PROFESSIONAL GROUPS. INCLUDED ARE CHARTS PORTRAYING (1) MVII HOMOGENEOUS KEY TRAINING SUCCESS NORM PROFILES, (2) MVII HOMOGENEOUS KEY EMPLOYMENT SUCCESS NORMS PROFILES, (3) RAW SCORE HOMOGENEOUS KEY MEANS, STANDARD DEVIATIONS AND NUMBER OF OBSERVATIONS FOR GROUPS USED IN PREPARING TRAINING SUCCESS NORMS, (4) RAW SCORE HOMOGENEOUS KEY MEANS, STANDARD DEVIATIONS AND NUMBER OF OBSERVATIONS FOR GROUPS USED IN PREPARING EMPLOYMENT SUCCESS NORMS, AND (5) MVII - HOMOGENEOUS KEY STUDENT PROFILE SHEET. RELATED DOCUMENTS, AVAILABLE IN THIS ISSUE, ARE VT 016 148 AND VT 016 150-VT 016 152. (JS)
AIM/ARM: VT016149

115 MINNESOTA VOCATIONAL INTEREST INVENTORY TRAINING SUCCESS NORMS INCLUDING SUPPLEMENT ONE. MAY 70
PUCEL, DAVID J.;NELSON, HOWARD F.
MINNESOTA UNIV., MINNEAPOLIS. DEPT. OF INDUSTRIAL EDUCATION. NATIONAL CENTER FOR EDUCATIONAL RESEARCH AND DEVELOPMENT (DHEW/OE), WASHINGTON, D.C. DIVISION OF COMPREHENSIVE AND VOCATIONAL EDUCATION.
NOTES: 45P.
COUNSELORS, GROUP NORMS, INTEREST TESTS, OCCUPATIONAL INFORMATION, POST HIGH SCHOOL GUIDANCE, RESEARCH PROJECTS, STUDENT INTERESTS, SUCCESS FACTORS, TRAINING, VOCATIONAL

(CONT.)
3115 COUNSELING, VOCATIONAL EDUCATION, MINNESOTA VOCATIONAL INTEREST INVENTORY, MVII, PROJECT MINI SCORE
A 6-YEAR PROJECT IS BEING CONDUCTED BY THE DEPARTMENT OF INDUSTRIAL EDUCATION OF THE UNIVERSITY OF MINNESOTA TO IDENTIFY CRITERIA WHICH ARE USEFUL IN COUNSELING POST-HIGH SCHOOL VOCATIONAL TECHNICAL STUDENTS. DATA ARE GATHERED THROUGH COMPREHENSIVE MEASUREMENT OF BASIC COMPETENCIES AND SELECTED CHARACTERISTICS AND ARE ANALYZED TO DETERMINE WHICH AND HOW MUCH OF EACH ELEMENT IS USEFUL IN COUNSELING APPLICANTS. THE FOUR OVERLAPPING PHASES OF THE PROJECT INCLUDE TESTING ALL APPLICANTS THROUGH SEVEN DATA GATHERING INSTRUMENTS, KEEPING ACCURATE RECORDS ON EACH STUDENT, FOLLOWUP 12 MONTHS AFTER STUDENTS GRADUATE, AND ANALYZING DATA AND WRITING A FINAL REPORT. THE NORMS INCLUDED IN THIS REPORT WERE DEVELOPED FROM ONE OF THE DATA COLLECTION INSTRUMENTS, THE MINNESOTA VOCATIONAL INTEREST INVENTORY (MVII), WHICH WAS ADMINISTERED TO STUDENTS WHO HAD BEEN SUCCESSFUL IN TRAINING BUT NOT ON THE JOB. A DESCRIPTION OF THE DEVELOPMENT OF THE MVII AND SUGGESTIONS FOR INTERPRETING THE NORMS ARE INCLUDED. PROFILES FOR 13 TRADE OR INDUSTRIAL OCCUPATIONS AND 8 BUSINESS AND SOCIAL SERVICE OCCUPATIONS ALONG WITH A LISTING OF 63 OCCUPATIONAL GROUPS AND STANDARD SCORE MEANS, DEVIATIONS, AND NUMBER OF OBSERVATIONS ARE APPENDED. (SB)
ERIC: ED042025

3116 MINORITIES AND THE MEDIA. NOV 74
ASTOR, GERALD
FORD FOUNDATION, NEW YORK, N.Y.
NOTES: 27P.
BROADCAST INDUSTRY, BROADCAST TELEVISION, BUSINESS RESPONSIBILITY, EDUCATIONAL PROGRAMS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, FOUNDATION PROGRAMS, JOB TRAINING, JOURNALISM, LEGAL PROBLEMS, MASS MEDIA, MINORITY GROUPS, POLICY FORMATION, RADIO, TELEVISION
PARTLY IN RESPONSE TO THE FINDINGS OF THE NATIONAL ADVISORY COMMISSION ON CIVIL DISORDERS, PARTLY AS AN OUTGROWTH OF ITS EARLIER EFFORTS TO WIDEN MONORITY OPPORTUNITIES AND IMPROVE RACE RELATIONS, THE FORD FOUNDATION IN THE LATE 1960S AND EARLY 1970S SUPPORTED A SERIES OF ACTIVITIES DESIGNED TO ENHANCE THE CONTENT AND THE SENSITIVITY OF THE MEDIA IN RELATION TO MINORITIES. THE PROJECTS TOOK THREE MAIN DIRECTIONS (1) TRAINING OF MINORITY JOURNALISTS; (2) OPENING BROADCASTING TO MORE AND BETTER COVERAGE OF MINORITY AFFAIRS BY MEANS OF ADVOCACY IN THE ADMINISTRATION AND INTERPRETATION OF BROADCAST LAW; AND, (3) SUPPORTING ORGANIZATIONS COMMITTED TO PRODUCE MATERIAL ABOUT MINORITIES AND MATTERS THAT CONCERN THEM. THIS REPORT SUMMARIZES THE EXPERIENCE. SINCE 1967 A FAR GREATER NUMBER OF NONWHITES HAVE HAD BYLINES IN THE PRESS (THOUGH THE AMERICAN SOCIETY OF NEWSPAPER EDITORS REPORTED IN 1974 THAT PROBABLY NO MORE THAN ONE PER CENT OF THE PROFESSIONAL NEWSROOM STAFF COME FROM MINORITY GROUPS) AND THERE ARE MORE MINORITY-GROUP MEMBERS ON TELEVISION WORKING AS BOTH JOURNALISTS AND ENTERTAINERS. THE COMMUNICATIONS INDUSTRY MAY NOT BECOME SUBSTANTIALLY MORE SENSITIVE TO THE MINORITY EXPERIENCE UNTIL MEMBERS OF THE MINORITIES ATTAIN POLICY-MAKING POSITIONS, AND SO FAR VERY FEW HAVE MADE IT TO THE EXECUTIVE SUITES OF THE MASS MEDIA. (AUTHOR/JM)
ERIC: ED101050

3117 MINORITIES AND WOMEN IN BROADCAST NEWS TWO NATIONAL SURVEYS. AUG 74
NASH, ABIGAIL JONES;AND OTHERS
NOTES: 23P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE ASSOCIATION FOR EDUCATION IN JOURNALISM (57TH, SAN DIEGO, CALIFORNIA, AUGUST 18-21, 1974)
BROADCAST INDUSTRY, EMPLOYEE ATTITUDES, EMPLOYER ATTITUDES, EMPLOYMENT PRACTICES, FEMALES, JOB SATISFACTION, JOURNALISM, MEDIA RESEARCH, NATIONAL SURVEYS, NEWS REPORTING, PRESS OPINION, RACIAL DISCRIMINATION, SEX DISCRIMINATION, WORKING WOMEN
NATIONAL SAMPLES OF MEMBERS OF MINORITY GROUPS AND WOMEN EMPLOYED AS NEWSPERSONS AT RADIO AND TELEVISION STATIONS WERE SURVEYED BY MAIL IN 1973-74, AS WERE THEIR SUPERVISING NEWS DIRECTORS. WOMENS SALARIES WERE SOMEWHAT LOWER THAN THOSE OF MINORITIES, WITH MINORITY NEWSWOMEN BEING PAID LESS THAN MINORITY NEWSMEN. FEW OF EITHER GROUP EXPRESED OVERALL JOB DISSATISFACTION, BUT TWO-THIRDS OF THE NEWSWOMEN AND ONE-THIRD OF THE MINORITY NEWSPERSONS SAID THEY HAD BEEN DISCRIMINATED AGAINST ON THE JOB. WOMEN WERE ALSO MORE LIKELY THAN MINORITIES TO SAY THEY HAD BEEN FAVORED ON THE JOB. OF THE MINORITY NEWSPERSONS, 82 PERCENT THOUGHT THAT BEING MINORITY HAD HELPED THEM TO GET THEIR JOBS, BUT ONLY 14 PERCENT OF THE WOMEN THOUGHT THAT BEING FEMALE HAD HELPED THEM AT EMPLOYMENT TIME. EXCELLENT OR GOOD JOB PERFORMANCE RATINGS CAME FROM NEWS DIRECTORS IN 71 PERCENT OF THE CASES FOR MINORITIES AND 89 PERCENT FOR WOMEN. A FOURTH OF THEIR SUPERVISORS SAID THAT MINORITY NEWSPERSONS DID NOT PERFORM AS WELL AS NONMINORITIES, AND AN EQUAL NUMBER SAID NEWSWOMEN DID NOT DO THEIR JOBS AS WELL AS NEWSMEN. BUT FOR BOTH SEX AND MINORITY STATUS, TWO-THIRDS OF THE NEWS DIRECTORS SAID THEY SAW NO JOB PERFORMANCE DIFFERENCES. (AUTHOR/TO)
ERIC: ED095557

3119 MINORITIES IN THE LABOR MARKET. VOLUME I SPANISH AMERICANS AND INDIANS IN THE LABOR MARKET. 75
WILBER, GEORGE L.;AND OTHERS
KENTUCKY UNIV., LEXINGTON. SOCIAL WELFARE RESEARCH INST. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. DL-21-21-74-08
NOTES: 254P.; FOR RELATED DOCUMENTS SEE CE 008 051-052
AMERICAN INDIANS, CAUCASIANS, COMPARATIVE ANALYSIS, ECONOMIC RESEARCH, EMPLOYMENT, EMPLOYMENT EXPERIENCE, EMPLOYMENT LEVEL, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS,

(CONT.)
3118 EMPLOYMENT PRACTICES, ETHNIC GROUPS, FEMALES, LABOR MARKET, MALES, MINORITY GROUPS, NATIONAL SURVEYS, OCCUPATIONAL MOBILITY, RACIAL DISCRIMINATION, SEX DISCRIMINATION, SOCIAL DISCRIMINATION, SOCIOECONOMIC STATUS, SPANISH AMERICANS, TABLES (DATA), WAGES, UNITED STATES
THE PURPOSE OF THIS REPORT IS TO DESCRIBE AND EVALUATE PARTICIPATION AND STATUS ACHIEVEMENTS OF SPANISH ORIGIN PERSONS AND AMERICAN INDIANS IN THE LABOR MARKET RELATIVE TO THE PARTICIPATION OF WHITES. AN ULTIMATE AIM IS TO IDENTIFY FACTORS CONTRIBUTING TO INTERGROUP DIFFERENCES AND TO DETERMINE WHETHER DIFFERENCES REFLECT DISCRIMINATION. INEQUALITIES AND DISCRIMINATION ARE EXAMINED IN TERMS OF LABOR FORCE PARTICIPATION, OCCUPATIONAL ACHIEVEMENT, OCCUPATIONAL MOBILITY, AND EARNINGS. DATA ARE PRESENTED IN NARRATIVE AND TABULAR FORM. FOUR MAJOR CONCLUSIONS RESULTED FROM THE ANALYSIS (1) COLOR-ETHNIC-SEX INEQUALITIES IN EMPLOYMENT, OCCUPATIONAL ACHIEVEMENT, JOB MOBILITY, AND EARNINGS PERMEATE THE U.S. LABOR MARKET; (2) WHEN PERSONS OF MEXICAN, PUERTO RICAN, AND CUBAN ORIGIN, AMERICAN INDIANS, AND BLACKS ARE COMPARED WITH WHITES OF COMPARABLE LEVELS OF EDUCATION AND TRAINING, THESE INEQUALITIES DIMINISH BUT DO NOT DISAPPEAR; (3) WHITE WOMEN AS WELL AS MINORITY WOMEN ARE SUBJECT TO DISCRIMINATION BASED ON SEX FAR MORE SEVERE THAN COLOR-ETHNIC DISCRIMINATION; AND (4) INEQUALITIES AMONG WOMEN IN THE JOB MARKET ARE COMPARATIVELY SMALL AND THE STATUS OF THESE MINORITY WOMEN IS NOT CONSISTENTLY LOWER THAN THAT OF WHITE WOMEN. APPENDIXES INCLUDE A DESCRIPTION OF THREE MEASURES USED IN THE STUDY, PUBLIC USE SAMPLES, A 6-PAGE LIST OF OCCUPATION SCORES AND FREQUENCIES, AND IDEAS FOR FURTHER RESEARCH. (AUTHOR/NJ)
ERIC: ED128642 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

3119 MINORITIES IN THE LABOR MARKET, VOLUME II ORIENTALS IN THE AMERICAN LABOR MARKET. 75
WILBER, GEORGE L.;AND OTHERS
KENTUCKY UNIV., LEXINGTON. SOCIAL WELFARE RESEARCH INST. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. DL-21-21-74-08
NOTES: 207P.; FOR RELATED DOCUMENTS SEE CE 008 050-052
ASIAN AMERICANS, CAUCASIANS, COMPARATIVE ANALYSIS, ECONOMIC RESEARCH, EMPLOYMENT EXPERIENCE, EMPLOYMENT LEVEL, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT PRACTICES, ETHNIC GROUPS, LABOR MARKET, MINORITY GROUPS, MINORITY ROLE, NATIONAL SURVEYS, OCCUPATIONAL MOBILITY, RACIAL DISCRIMINATION, SOCIAL DISCRIMINATION, SOCIOECONOMIC STATUS, TABLES (DATA), WAGES, UNITED STATES
THE MAJOR TASK OF THIS REPORT IS TO DESCRIBE AND EVALUATE THE PARTICIPATION AND STATUS ACHIEVEMENTS OF ORIENTALS IN THE LABOR MARKET, WITH PARTICULAR ATTENTION TO FACTORS AFFECTING SUCH PARTICIPATION AND WHETHER DIFFERENCES IN PARTICIPATION AS COMPARED TO THAT OF WHITES REFLECT DISCRIMINATION. INEQUALITIES AND DISCRIMINATION ARE EXAMINED IN TERMS OF LABOR FORCE PARTICIPATION, OCCUPATIONAL ACHIEVEMENT, OCCUPATIONAL MOBILITY, AND EARNINGS. A BRIEF RESUME OF ORIENTAL IMMIGRATION IS FOLLOWED BY DESCRIPTIONS OF SETTLEMENT PATTERNS AND SOCIOECONOMIC CHARACTERISTICS. DIFFERENCES IN PARTICIPATION BETWEEN WHITES AND ORIENTALS ARE EXAMINED AND THE RELATIONSHIP OF PARTICIPATION TO SOCIODEMOGRAPHIC DETERMINANTS ARE INVESTIGATED. LEVELS OF OCCUPATIONAL STATUS REACHED BY ORIENTAL WORKERS IN THE U.S. ARE DESCRIBED AND DOCUMENTED AND THE DYNAMICS OF THE OCCUPATIONAL STRUCTURE, CONDITIONS INFLUENCING MOBILITY, AND THE CONSEQUENCES OF THESE FOR ACHIEVEMENT ARE EXAMINED. EARNINGS FROM WAGES AND SALARIES IN 1969 SERVE AS A MEASURE IN THE DIFFERENTIAL ANALYSIS OF INCOME. A FINAL CHAPTER PRESENTS A BRIEF PROFILE OF THE STATUS ACHIEVEMENTS OF ORIENTALS AND A DISCUSSION OF THE IMPLICATIONS OF CONTEMPORARY ORIENTAL ACHIEVEMENT. APPENDIXES INCLUDE DESCRIPTIONS OF THREE MEASURES USED, OCCUPATION SCORES AND FREQUENCIES, A DESCRIPTION OF THE SAMPLE, AND IDEAS FOR FURTHER RESEARCH. (AUTHOR/NJ)
ERIC: ED128643 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

3120 MINORITIES IN THE LABOR MARKET, VOLUME III METROPOLITAN AND REGIONAL INEQUALITIES AMONG MINORITIES IN THE LABOR MARKET. 75
WILBER, GEORGE L.;HAGAN, ROBERT J.
KENTUCKY UNIV., LEXINGTON. SOCIAL WELFARE RESEARCH INST. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
CONTRACT NO. DL-21-21-74-08
NOTES: 151P.; FOR RELATED DOCUMENTS SEE CE 008 050-051
AMERICAN INDIANS, CHINESE AMERICANS, COMPARATIVE ANALYSIS, CUBANS, ECONOMIC RESEARCH, EMPLOYMENT LEVEL, EMPLOYMENT PATTERNS, EMPLOYMENT PRACTICES, ETHNIC GROUPS, FILIPINO AMERICANS, GEOGRAPHIC REGIONS, JAPANESE AMERICANS, LABOR MARKET, METROPOLITAN AREAS, MEXICANS, MINORITY GROUPS, MOBILITY, NATIONAL SURVEYS, NEGROES, PUERTO RICANS, RACIAL DISCRIMINATION, SOCIAL DISCRIMINATION, SOCIOECONOMIC STATUS, TABLES (DATA), WAGES, UNITED STATES
DATA ARE PRESENTED ON THE EMPLOYMENT INEQUALITIES AMONG COLOR-ETHNIC MINORITIES IN MAJOR REGIONS AND METROPOLITAN AREAS IN THE U.S. ACHIEVEMENTS OF MINORITIES ARE SUMMARIZED IN BRIEF PROFILES OF EACH OF EIGHT ETHNIC MINORITIES. EMPHASIS IS PLACED ON THEIR LABOR FORCE PARTICIPATION, EMPLOYMENT, OCCUPATIONAL ACHIEVEMENT, MOBILITY, WEEKS WORKED, AND EARNINGS. THE SUMMARY PROFILES ARE DESIGNED TO FACILITATE A GRASP OF ESSENTIAL PATTERNS OF SIMILARITIES AND DIFFERENCES WITHIN A MINORITY AMONG REGIONS AND METROPOLITAN AREAS. BRIEF SUMMARY TABLES CONCENTRATE ON THOSE REGIONS AND METROPOLITAN AREAS IN WHICH RELATIVELY LARGE NUMBERS OF EACH MINORITY ARE CONCENTRATED. MUCH GREATER DETAIL IS CONTAINED IN THE TABLES WHICH FOLLOW. COMPARISONS OF ETHNIC MINORITIES INDICATE THAT (1) LEVELS OF EMPLOYMENT, OCCUPATIONAL ACHIEVEMENT, AND EARNINGS DIFFER BY LOCATION, BUT THAT THE OVERALL RANKINGS OF MINORITIES ARE NOT MODIFIED WITHIN AREAS; (2) LEVELS OF PARTICIPATION AND ACHIEVEMENT TEND TO BE HIGHEST IN AREAS WHERE A MINORITY IS MOST

(CONT.)
3120 NUMEROUS, AND (3) ACHIEVEMENTS OF MINORITIES IN THE LABOR MARKET ARE MORE DEPENDENT ON THEIR MINORITY CHARACTERISTICS AND EDUCATIONAL ATTAINMENT THAN ON LOCATION. APPENDIX A PRESENTS STATISTICAL DESCRIPTIONS OF THE SAMPLE POPULATIONS, IDENTIFIES THE REGIONS AND METROPOLITAN AREAS, AND DEFINES THE MAJOR VARIABLES AND MEASURES IN THE REPORT. (AUTHOR/NJ)
ERIC: ED123644 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

3121 MINORITIES IN THE MANAGEMENT PROFESSION: THE RECENT MBA GRADUATE 1975
BROWN, M.A.: FORD, D.L. JR.
PROCEEDINGS OF ACADEMY OF MANAGEMENT, AUG 1975, P. 448-450. BIBLIOG. 5
BUSINESS SCHOOLS, CAREER DEVELOPMENT, CORPORATIONS, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, JOB ADVANCEMENT, JOB PERFORMANCE, MANAGEMENT, MANAGER, MBA, MINORITIES, PROMOTION, RECRUITMENT, SALARY, TRAINING AND DEVELOPMENT, WOMEN IN BUSINESS
INVESTIGATES THE EXTENT TO WHICH THE INCREASING EDUCATIONAL LEVEL AND TRAINING OF MINORITY GROUPS HASTEN THEIR SUCCESSFUL ENTRY INTO THE MANAGERIAL RANKS OF CORPORATE BUSINESS. JOB ADVANCEMENT, JOB PROGRESSION AND THE DEGREE OF JOB RESPONSIBILITY ARE EXAMINED AS INDICATORS OF SUCCESSFUL ENTRY. SALARIES OF BLACK MALE AND FEMALE M.B.A.S ARE DISCUSSED.
MGMT: AMJ75MP448

3122 MINORITY APPRENTICES FOCUSING ON RETENTION APR 74
KASEN, ROBERT
MANPOWER;6;4;27-32
MINORITY GROUPS, APPRENTICESHIPS, MANPOWER DEVELOPMENT, VOCATIONAL FOLLOWUP, JOB TENURE, RACIAL DISCRIMINATION, JOB SATISFACTION, CONSTRUCTION INDUSTRY
A RECENT STUDY OF MANPOWER ADMINISTRATION APPRENTICESHIP OUTREACH PROGRAMS REVEALED MAIN REASONS FOR MINORITY APPRENTICE DROPOUTS AS RACIAL DISCRIMINATION, CUSTOMS AND TRADITIONS OF THE INDUSTRY, AND ON-THE-JOB PROBLEMS UNIQUE TO THE CONSTRUCTION INDUSTRY. ALTHOUGH RECRUITMENT AND PREPARATION OF MINORITY YOUTH WAS ADEQUATE, THERE WAS A NEED FOR MORE FOLLOWUP. (EA)
ERIC: EJ095737

3123 MINORITY EMPLOYMENT PATTERNS, 1966 (ANALYSIS OF EMPLOYER INFORMATION REPORT -EEO-1). APR 68
ASHENFELTER, ORLEY
UPJOHN (W.E.) INST. FOR EMPLOYMENT RESEARCH, WASHINGTON, D.C. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, WASHINGTON, D.C.: MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
NOTES: 132P.
EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, GEOGRAPHIC DISTRIBUTION, INFORMATION SYSTEMS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MINORITY GROUPS, RACIAL DISTRIBUTION, TABLES (DATA)
PREPARED FOR THE EQUAL EMPLOYMENT OPPORTUNITY (EEO) COMMISSION, THIS REPORT PROVIDES EMPLOYMENT DATA COMPILED AND ANALYZED USING THE EEO-1 REPORTING SYSTEM. MAJOR SECTIONS OF THE REPORT ARE (1) THE OCCUPATIONAL DISTRIBUTION OF MINORITY EMPLOYMENT, (2) THE OCCUPATIONAL DISTRIBUTION OF MINORITY GROUPS BY INDUSTRY, AND (3) THE OCCUPATIONAL DISTRIBUTION OF MINORITY EMPLOYMENT IN FOUR LARGE METROPOLITAN AREAS. A FOURTH SECTION OF THE REPORT COMPARES CURRENT MINORITY EMPLOYMENT PATTERNS WITH 1960 CENSUS DATA. NUMEROUS TABLES AND CHARTS ARE INCLUDED IN THE DOCUMENT AND TREAT SUCH TOPICS AS (1) THE PERCENTAGE DISTRIBUTION OF ANGLO AND MINORITY GROUP EMPLOYMENT, (2) INDEXES OF OCCUPATIONAL POSITIONS FOR MALES, AND (3) REGIONAL MINORITY GROUP OCCUPATIONAL PATTERNS. A SIGNIFICANT FINDING OF THE REPORT IS THAT BOTH NEGROES AND SPANISH-AMERICANS REPRESENT SIZABLE SEGMENTS OF THE TOTAL EMPLOYMENT PICTURE. THE MOST IMPORTANT CONCLUSION OF THE REPORT IS THAT THE EEO-1 REPORTING SYSTEM PROVIDES REASONABLY ACCURATE, USEFUL EMPLOYMENT DATA. (JS)
ERIC: ED057227 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 180 385, MF $.95: SEE CATALOG FOR HARDCOPY PRICE)

3124 MINORITY GROUP EMPLOYMENT IN THE FEDERAL GOVERNMENT (NOVEMBER 30, 1970). 30 NOV 70
CIVIL SERVICE COMMISSION, WASHINGTON, D.C. MANPOWER STATISTICS DIV.
NOTES: 558P.
EMPLOYMENT PATTERNS, EMPLOYMENT TRENDS, EQUAL OPPORTUNITIES (JOBS), FEDERAL GOVERNMENT, GOVERNMENT EMPLOYEES, LABOR FORCE, MINORITY GROUPS, OCCUPATIONAL SURVEYS, TABLES (DATA)
CONDUCTED AS PART OF A PART OF THE OVERALL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM UNDER EXECUTIVE ORDER 11478, THIS REPORT CONTAINS DATA BASED ON A WORLD-WIDE CENSUS OF MINORITY GROUP EMPLOYMENT IN THE FEDERAL GOVERNMENT AS OF NOVEMBER 30, 1970. INTENDED PRIMARILY FOR USE BY THOSE WHO MANAGE THE FEDERAL CIVILIAN WORK FORCE, DATA ARE INCLUDED FOR NEGROES, SPANISH-SURNAMED PERSONS, AMERICAN INDIANS, ORIENTALS, ALEUTS, AND ESKIMOS. SOME HIGHLIGHTS OF THE STUDY ARE (1) NET MINORITY EMPLOYMENT INCREASED BY 4,527 JOBS BETWEEN NOVEMBER 1969 AND NOVEMBER 1970 DESPITE A DECREASE IN TOTAL FEDERAL EMPLOYMENT; (2) MINORITY GROUPS ACCOUNTED FOR NEARLY HALF OF THE NET INCREASE IN EMPLOYMENT AT GS-9 AND ABOVE; (3) AT GRADES GS-5 THROUGH GS-8, MINORITY EMPLOYMENT INCREASED BY 5,497 JOBS; AND (4) NEGROES, SPANISH-SURNAMED AMERICANS, AMERICAN INDIANS, AND ORIENTAL AMERICANS HELD 505,035 FULL-TIME FEDERAL JOBS IN NOVEMBER 1970 AS COMPARED TO 500,508 IN NOVEMBER 1969. SEVERAL DATA TABLES, WHICH COMPRISE MOST OF THIS REPORT, ARE APPENDED. (SB)
ERIC: ED069895 SUPERINTENDENT OF DOCUMENTS, U. S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D. C. 20402 (S/N 0600-0573, PRICE $4.00)

3125 MINORITY GROUP EMPLOYMENT IN THE FEDERAL GOVERNMENT, MAY 1973. MAY 73
CIVIL SERVICE COMMISSION, WASHINGTON, D.C. MANPOWER STATISTICS DIV.
NOTES: 141P.; FOR EARLIER REPORTS SEE ED 053 237 AND ED 069 895
EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, EQUAL OPPORTUNITIES (JOBS), ETHNIC GROUPS, FEDERAL GOVERNMENT, GOVERNMENT EMPLOYEES, LABOR FORCE, MINORITY GROUPS, NEGRO EMPLOYMENT, OCCUPATIONAL SURVEYS, SPANISH AMERICANS, SURVEYS, TABLES (DATA)
MINORITY EMPLOYMENT SURVEYS IN THE FEDERAL GOVERNMENT ARE CONDUCTED AS PART OF AN OVERALL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM UNDER EXECUTIVE ORDER 11478. DATA IN THE REPORT ARE BASED UPON A CENSUS OF MINORITY GROUP EMPLOYMENT IN THE FEDERAL GOVERNMENT AS OF MAY 31, 1973. THE CENSUS INCLUDES NEGROES, SPANISH-SURNAMED PERSONS, AMERICAN INDIANS, ORIENTALS, ALEUTS AND ESKIMOS. GEOGRAPHICALLY, THE SURVEY COVERS ALL STATES (EXCEPT HAWAII), FOREIGN COUNTRIES, AND UNITED STATES TERRITORIES (EXCEPT GUAM AND PUERTO RICO). SOME HIGHLIGHTS OF THE STUDY ARE (1) DESPITE THE CONTINUED DECLINE IN TOTAL FEDERAL EMPLOYMENT, MINORITY EMPLOYMENT HAS CONTINUED TO INCREASE; (2) TOTAL MINORITY EMPLOYMENT EXPANDED BY 1.9 PERCENT TO MAKE UP 20.4 PERCENT OF THE FEDERAL WORKFORCE; (3) EMPLOYMENT OF NEGROES INCREASED BY .02 PERCENT TO NOW REPRESENT 15.7 PERCENT OF THE TOTAL FEDERAL WORKFORCE; (4) EMPLOYMENT OF SPANISH-SURNAMED AMERICANS INCREASED BY 2.2 PERCENT TO MAKE UP 3.1 PERCENT OF THE TOTAL FEDERAL WORKFORCE; (5) AMERICAN INDIAN EMPLOYMENT EXPERIENCED A 1.1 PERCENT INCREASE IN FEDERAL EMPLOYMENT; AND, (6) ORIENTAL EMPLOYMENT DECREASED BY 8.8 PERCENT. DATA TABLES DETAILING THE RESULTS OF THE STUDY COMPRISE THE BODY OF THE REPORT. (MW)
ERIC: ED098431 SUPERINTENDENT OF DOCUMENTS, U. S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D. C. 20402 (STOCK NUMBER 0600-00781, $1.75)

3126 MINORITY GROUPS AND SCIENCE CAREERS AN ECOLOGICAL ANALYSIS. APR 77
SIE, MAUREEN A.;AND OTHERS
NOTES: 25P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE AMERICAN EDUCATIONAL RESEARCH ASSOCIATION (NEW YORK, NEW YORK, APRIL 4-8, 1977); NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT
CAREER CHOICE, CAREER EDUCATION, CAREERS, COLLEGE SCIENCE, EDUCATIONAL RESEARCH, HIGHER EDUCATION, MANPOWER NEEDS, MINORITY GROUPS, SCIENCES, SURVEYS, UNDERGRADUATE STUDENTS
THE PROBLEM OF THE EXTREMELY SMALL NUMBER OF SCIENTISTS COMING FROM THE ETHNIC MINORITY GROUPS IS OF INTEREST BECAUSE OF CURRENT SOCIAL, MORAL, AND ETHICAL STANDARDS. THE MORE RECENT DEVELOPMENT IN FEDERAL FUNDING REQUIRES INSTITUTIONS TO SHOW AFFIRMATIVE ACTION ACCOUNTS FOR THE DEMAND FOR SCIENTISTS FROM MINORITY GROUPS. CONSIDERABLE ATTENTION HAS BEEN PAID TO THE PROBLEMS OF MINORITY STUDENT ENROLLMENT IN HIGHER EDUCATION DURING THE PAST DECADE; THE PURPOSE OF THIS STUDY WAS TO INVESTIGATE THE REASONS OF MINORITY UNDERREPRESENTATION IN THE SCIENTIFIC FIELD, FOCUSING PRIMARILY ON THE MULTITUDE OF VARIABLES CONTRIBUTING TO THIS PHENOMENON IN HIGHER EDUCATION TODAY. A 92-ITEM CAREER CHOICE QUESTIONNAIRE WAS DEVELOPED AND ADMINISTERED TO 474 JUNIORS AND SENIORS AT WAYNE STATE UNIVERSITY IN MICHIGAN. RESULTS OF THE STUDY ARE REPORTED AND INTERPRETED. RECOMMENDATIONS FOR FURTHER STUDY ARE INCLUDED. (AUTHOR/RH)
ERIC: ED138477

3127 MINORITY GROUPS STUDY IN THE WORK OPPORTUNITY CENTER. REPORT NUMBER 2. 1 DEC 67
JOSEPH, M. P.;ALMEN, R. E.
MINNEAPOLIS PUBLIC SCHOOLS, MINN. WORK OPPORTUNITY CENTER.
NOTES: 20P.
ABILITY, ACHIEVEMENT, AMERICAN INDIANS, ETHNIC GROUPS, INDIVIDUAL CHARACTERISTICS, MINORITY GROUPS, NEGRO YOUTH, SPANISH AMERICANS, VOCATIONAL TRAINING CENTERS, YOUTH OPPORTUNITIES
SOME 15% OF THE TOTAL ENROLLMENT AT THE WORK OPPORTUNITY CENTER, MINNEAPOLIS, MINNESOTA, AT THE TIME OF THIS STUDY, WERE FROM SOME MINORITY GROUP BACKGROUND NEGRO, AMERICAN-INDIAN, OR SPANISH-SPEAKING. THIS STUDY REPORTS SOME CHARACTERISTICS OF STUDENTS IN MINORITY GROUPS. THEY CAME FROM SENIOR OR JUNIOR HIGH SCHOOLS WHERE THEIR ATTENDANCE HAD BEEN POOR. LESS THAN HALF LIVED IN INTACT FAMILIES, AND MOST HAD BEEN IN MANY DIFFERENT SCHOOLS, AND MOVED MANY TIMES. AVERAGE SCHOLASTIC ABILITY WAS LOW AVERAGE. ALTHOUGH THERE WAS A VERY WIDE RANGE. ACADEMIC ACHIEVEMENT RECORDS AVERAGED D WORK, BUT CITIZENSHIP RECORDS INDICATED GENERALLY ACCEPTABLE BEHAVIOR. SOME 50% WERE TAKING SOME CLASSES AT THE CENTER; WITH SPANISH AND INDIAN ATTENDANCE SLIGHTLY HIGHER THAN NEGRO, ALTHOUGH OVER HALF THE RATED SAMPLE WERE RATED POOR IN ATTENDANCE. APROXIMATELY HALF WERE RATED ACCEPTABLE ON A PERSONALITY SCALE, WITH ANOTHER 30% ABOVE THIS. ONLY 19% WERE RATED READY FOR A JOB, ALTHOUGH 39% WERE EMPLOYED AT LEAST PART TIME. (8P)
ERIC: ED027583

3128 MINORITY MOBILITY PROJECT. FINAL REPORT, SEPTEMBER 1972-SEPTEMBER 1973. 9 OCT 73
CENATI, OSCAR
HUMANIC DESIGNS CORP., MANHASSET, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 66P.; FOR INTERIM REPORT SEE CE 002 033
EMPLOYMENT PROGRAMS, EQUAL OPPORTUNITIES (JOBS), FEDERAL PROGRAMS, GOVERNMENT ROLE, MINORITY GROUPS, OBJECTIVES, OCCUPATIONAL MOBILITY, PERSONNEL POLICY, PROGRAM DESCRIPTIONS, PUBLIC POLICY, RACIAL DISCRIMINATION, SEX DISCRIMINATION, WORKING WOMEN, MINORITY MOBILITY PROJECT
THE MINORITY MOBILITY PROJECT (MMP) WAS UNDERTAKEN AS PART OF A LARGER EFFORT DEALING WITH UPGRADING AND UPWARD MOBILITY SYSTEMS IN THE VARIOUS SETTINGS FUNDED BY THE MANPOWER ADMINISTRATION. THE PREFACE TO THE FINAL REPORT SETS FORTH THE BROAD PURPOSE

(CONT.)
3128 AND ACHIEVEMENTS OF THE MMP. THE FIRST CHAPTER PRESENTS THE INTRODUCTORY NATURE OF EQUAL EMPLOYMENT OPPORTUNITY COMPLIANCE AND VOLUNTARY ACTIVITIES. THE VARIOUS CONTEXTS OF THE MMP ARE DISCUSSED, AND HOW MMP ACTIVITIES CONTRIBUTED TO BROAD OBJECTIVES AND SPECIFIC OPERATIONAL OBJECTIVES IS REPORTED. THE SECOND CHAPTER REPORTS ON WHAT WAS DONE AND WHAT WAS LEARNED FROM THE ACTIVITIES. CHAPTER 3 CENTERS ON THE BARRIERS TO UPWARD MOBILITY OF MINORITIES AND WOMEN IN TERMS OF WHAT HAS BEEN LEARNED ABOUT THE BARRIERS, HOW THEY OPERATE, AND HOW THEY ARE PART OF THE EMPLOYMENT SYSTEMS. EQUAL EMPLOYMENT REQUIREMENTS AND UPWARD MOBILITY, CHAPTER 4, TIES TOGETHER SOME OF THE MATERIAL PRESENTED EARLIER. NINE SPECIFIC SUMMARY OBSERVATIONS ARE PRESENTED. THE FINAL CHAPTER, PUBLIC POLICY OBSERVATIONS AND RECOMMENDATIONS, TRANSLATES IN TERMS OF BROAD POLICY AND IMPLEMENTATION, THE CONTENTS OF CHAPTER 4. (AUTHOR/AG)
ERIC: ED096433 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

3129 MINORITY MOBILITY PROJECT. INTERIM REPORT, MARCH 1971-AUGUST 1972. 10 OCT 72
ORNATI, OSCAR
HUMANIC DESIGNS CORP., MANHASSET, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 112P.; FOR FINAL REPORT SEE CE 002 034
BUSINESS RESPONSIBILITY, DATA ANALYSIS, EMPLOYMENT PROGRAMS, EQUAL OPPORTUNITIES (JOBS), FEDERAL PROGRAMS, MEASUREMENT INSTRUMENTS, MINORITY GROUPS, OCCUPATIONAL MOBILITY, PERSONNEL POLICY, PUBLIC POLICY, RACIAL DISCRIMINATION, SEX DISCRIMINATION, WORKING WOMEN, AFFIRMATIVE ACTION, EMPLOYMENT PARITY, MINORITY MOBILITY PROJECT
THE MINORITY MOBILITY PROJECT (MMP) IS CONCERNED WITH PERSONNEL POLICIES AND PRACTICES WHICH IMPART THE UTILIZATION AND UPWARD MOBILITY OF MINORITIES AND WOMEN. THE REPORT DETAILS THE VARIOUS POLICY AND ANALYTICAL RESEARCH QUESTIONS RAISED IN THE COURSE OF A PROJECT INVOLVING QUANTITATIVE AND QUALITATIVE ANALYSES OF PRIMARY DATA ON PERSONNEL PRACTICES COLLECTED AT TWO LARGE COMPANIES. ONE OF THE COMPANIES HAD IMPLEMENTED AN AFFIRMATIVE ACTION PLAN, AND THE OTHER HAD VERY LOW UTILIZATION AND A LONG HISTORY OF NOT HIRING MINORITIES AND WOMEN IN OTHER THAN CLERICAL POSITIONS. THE REPORT DESCRIBES IN DETAIL THE APPROACH AND THE ANALYSES USED TO ANSWER THE POLICY AND RESEARCH QUESTIONS, RELATES THE FINDINGS, AND DISCUSSES THEIR PRACTICAL AND POLICY IMPLICATIONS. A METHOD FOR ESTABLISHING, A PRIORI, THE DEGREE OF COMPLIANCE OF A FIRM OR INDUSTRY WAS DEVELOPED BY SIMPLE STATISTICAL MEASUREMENTS OF PARITY. INSTRUCTIONS FOR THE COMPUTATION OF POPULATION, OCCUPATION, AND COMPARATIVE PARITY MEASURES ARE PRESENTED. (AUTHOR/AG)
ERIC: ED096432 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

3130 MINORITY PARTICIPATION IN KALAMAZOOS APPRENTICESHIP TRAINING PROGRAMS ASSESSMENTS AND RECOMMENDATIONS. DEC 70
UPJOHN (W.E.) INST. FOR EMPLOYMENT RESEARCH, KALAMAZOO, MICH.
NOTES: 71P.
APPRENTICESHIPS, INDUSTRY, JOB SKILLS, LABOR UNIONS, MINORITY GROUPS, ON THE JOB TRAINING, RACIAL ATTITUDES, RECRUITMENT, SCHOOL RESPONSIBILITY, SELECTION, TECHNICAL EDUCATION, TESTING, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, KALAMAZOO, MICHIGAN
RESULTS OF A STUDY OF APPRENTICESHIP PROGRAMS, WHICH PROVIDE RELATED EDUCATIONAL INSTRUCTION, SPONSORED BY THE KALAMAZOO PUBLIC SCHOOLS ARE PRESENTED. THE STUDY CONTAINS FOUR SECTIONS. THE FIRST SECTION INCLUDES A DESCRIPTION OF THE NATURE OF APPRENTICESHIP TRAINING, THE ROLE AND STATUS OF APPRENTICESHIP TRAINING IN KALAMAZOO, AND AN ANALYSIS OF CURRENT LEVELS OF MINORITY PARTICIPATION. INFORMATION INCLUDED IN THE SECOND SECTION PERTAINS PRIMARILY TO METHODS OF RECRUITING APPRENTICE CANDIDATES, ENTRY REQUIREMENTS, AND SELECTION PROCEDURES FOR DIFFERENT TRADES IN THE KALAMAZOO AREA. THE BARRIERS TO INCREASED MINORITY PARTICIPATION ARE DETAILED IN SECTION III. ASSESSMENTS AND RECOMMENDATIONS ARE GIVEN IN DETAIL IN SECTION IV. THE CENTRAL THEME OF THE RECOMMENDATIONS IS THE IMPORTANCE OF SECURITY POSITIVE ACTION BY ALL GROUPS ASSOCIATED IN ANY MANNER WITH LOCAL APPRENTICESHIP TRAINING PROGRAMS TO INCREASE MINORITY PARTICIPATION IN THESE PROGRAMS. RECOMMENDATIONS THAT PERTAIN TO THE SCHOOL SYSTEMS VOCATIONAL EDUCATION PROGRAMS EMPHASIZE THAT THE AVAILABILITY OF QUALITY VOCATIONAL EDUCATION PROGRAMS CAN LEAD TO INCREASED EMPLOYMENT AND TRAINING OPPORTUNITIES FOR MINORITIES IN THE APPRENTICEABLE TRADES, AS WELL AS TO A WIDER RANGE OF ALTERNATIVE CAREER OPPORTUNITIES FOR ALL STUDENTS. (AUTHOR/DB)
ERIC: ED062626 W. E. UPJOHN INSTITUTE FOR EMPLOYMENT RESEARCH, 300 SOUTH WESTNEDGE AVENUE, KALAMAZOO, MICHIGAN 49007 (ONE COPY WITHOUT CHARGE)

3131 MINORITY RECRUITING IN THE NEW YORK CITY POLICE DEPARTMENT PART I. THE ATTRACTION OF CANDIDATES, PART II. THE RETENTION OF CANDIDATES. MAY 71
HUNT, ISAAC C., JR.;COHEN, BERNARD
NEW YORK CITY RAND INST., N.Y. LAW ENFORCEMENT ASSISTANCE ADMINISTRATION (DEPT. OF JUSTICE), WASHINGTON, D.C.; NEW YORK CITY POLICE DEPT., N.Y.
NOTES: 107P.
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT QUALIFICATIONS, JOB APPLICANTS, MINORITY GROUPS, MUNICIPALITIES, POLICE, RECRUITMENT, NEW YORK CITY
IN AN EFFORT TO INCREASE THE PROPORTION OF MINORITY GROUP MEMBERS ON THE NEW YORK CITY POLICE FORCE, THIS STUDY WAS COMMISSIONED (1) TO LEARN THE REASONS FOR PRESENT DIFFICULTIES IN MINORITY RECRUITMENT, (2) TO ANALYZE THE EFFECTIVENESS OF CURRENT RECRUITING STRATEGIES AND PROGRAMS, AND (3) TO DEVELOP NEW APPROACHES AIMED AT IMPROVING MINORITY REPRESENTATION IN THE POLICE DEPARTMENT. STREET INTERVIEWS CONDUCTED THROUGHOUT THE CITY SHOWED THAT RADIO AND NEWSPAPER ADVERTISEMENTS WERE MUCH MORE SUCCESSFUL THAN THE EXPENSIVE MOBILE RECRUITING TEAMS IN INFORMING MINORITIES ABOUT CAREER OPPORTUNITIES. DESPITE THE COMPARATIVELY HIGH PAY SCALE OF THE POLICE DEPARTMENT, THE

(CONT.)
3131 MINORITY YOUTH INDICATED THAT SERVICE ASPECTS OF POLICE WORK WERE MORE IMPORTANT THAN ECONOMIC RETURNS. RETENTION OF APPLICANTS IS A SERIOUS PROBLEM, WITH LESS THAN A THIRD OF ALL CANDIDATES WHO PASSED THE COMPETITIVE EXAM FINALLY APPOINTED AS PROBATIONARY PATROLMEN. THE RETENTION RATE COULD BE GREATLY IMPROVED BY MORE PERSONAL ENCOURAGEMENT OF CANDIDATES AND A REDUCTION IN THE 17-MONTH DELAY BETWEEN EXAM AND APPOINTMENT. (8H)
ERIC: ED057207

3132 THE MINORITY WOMEN EMPLOYMENT PROGRAM A NATIONAL DEMONSTRATION PROJECT TO FACILITATE ENTRY OF MINORITY WOMEN INTO MANAGERIAL, PROFESSIONAL, AND TECHNICAL OCCUPATIONS. VOLUME I. FINAL REPORT. NOV 76
GLOVER, ROBERT W.;GREENFIELD, PAULA S.
TEXAS UNIV., AUSTIN. CENTER FOR THE STUDY OF HUMAN RESOURCES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-20-36-75-15
NOTES: 113P.; FOR A RELATED DOCUMENT SEE CE 010 813 ; SOME PAGES MAY BE MARGINALLY LEGIBLE DUE TO PRINT QUALITY
COMMUNITY RELATIONS, COMMUNITY SERVICES, DEMONSTRATION PROGRAMS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, EQUAL OPPORTUNITIES (JOBS), FEMALES, JOB DEVELOPMENT, JOB PLACEMENT, MANAGERIAL OCCUPATIONS, MINORITY GROUPS, PROFESSIONAL OCCUPATIONS, PROGRAM EVALUATION, RECRUITMENT, TECHNICAL OCCUPATIONS, URBAN AREAS
THIS SECOND ANNUAL REPORT OF THE MINORITY WOMEN EMPLOYMENT PROGRAM (MWEP), A CONSOLIDATION AND EXPANSION OF EARLIER BLACK WOMEN EMPLOYMENT PROGRAMS, PROVIDES A DESCRIPTION OF PROJECT OBJECTIVES, PROCEDURES, AND RESULTS AND DRAWS CONCLUSIONS AND RECOMMENDATIONS. THE PERIOD COVERED IS SEPTEMBER 1975, TO AUGUST 1976. CHAPTER 1 DOCUMENTS THE NEED FOR THE PROGRAM, GIVING EXAMPLES OF LABOR MARKET DISADVANTAGES FACED BY MINORITY WOMEN. CHAPTER 2 COVERS THE OBJECTIVES FOR THE PROJECT, EXPLAINING THAT THE PROGRAM IS A DEMONSTRATION EFFORT INVOLVING SEVEN METROPOLITAN AREAS TO APPLY OUTREACH TECHNIQUES IN PLACING MINORITY WOMEN INTO HIGH QUALITY MANAGERIAL, TECHNICAL, AND PROFESSIONAL JOBS. CHAPTER 3 GIVES A DESCRIPTION OF THE PROGRAMS (1) OPERATIONS COMPONENTS, I.E., RECRUITMENT OF APPLICANTS; EMPLOYER CONTACT AND JOB DEVELOPMENT; PREPARATION AND SCREENING OF APPLICANTS; PLACEMENT FOLLOWUP; AND COMMUNITY RELATIONS; AND (2) RESEARCH COMPONENT, INCLUDING INFORMATION SERVICES FOR THE STAFF AND PROJECT EVALUATION. CHAPTER 4 DESCRIBES THE RESULTS OF THE PROJECT, REVIEWING THE EXPANSION OF MWEP FROM TWO TO SEVEN CITIES; ASSESSES PROJECT ACCOMPLISHMENTS, INDICATING THE MWEP MODEL IS WORKABLE IN VARIED SETTINGS WITH A VARIETY OF MINORITY GROUPS; NOTES ITS SHORTCOMINGS; AND RECORDS SOME OF THE LEARNINGS FROM THE PROJECT TO DATE. CHAPTER 5 PRESENTS CONCLUSIONS AND RECOMMENDATIONS REGARDING PROJECT IMPROVEMENT AND CONTINUATION. (EM)
ERIC: ED138737 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

3133 MINORITY WOMEN, PROFESSIONAL WORK JUL 75
GLOVER, ROBERT W.;AND OTHERS
MANPOWER;7;7;8-12
EMPLOYMENT SERVICES, MINORITY GROUPS, FEMALES, SEX DISCRIMINATION, RACIAL DISCRIMINATION, MANPOWER UTILIZATION, MANPOWER NEEDS, MANPOWER DEVELOPMENT, WHITE COLLAR OCCUPATIONS, JOB PLACEMENT, MINORITY WOMENS EMPLOYMENT PROGRAM, MWEP
THE ARTICLE DISCUSSES THE MWEP (MINORITY WOMENS EMPLOYMENT PROGRAM) FUNDED BY THE MANPOWER ADMINISTRATION AND DESIGNED TO PLACE UNDERUTILIZED COLLEGE-EDUCATED MINORITY WOMEN IN MANAGERIAL, PROFESSIONAL, AND TECHNICAL JOBS FOR WHICH THEY QUALIFY. THE PROGRAM IS THE FIRST MAJOR ATTEMPT TO APPLY OUTREACH TECHNIQUES TO PERSONS SEEKING WHITE-COLLAR JOBS. (AUTHOR/JB)
ERIC: EJ120556

3134 THE MINUSES IN BEING 40 PLUS 70 APR
MANPOWER;2;4;14-19
EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, MALES, MIDDLE AGED, UNEMPLOYED, FORTY PLUS
FORTY PLUS, A NONPROFIT ASSOCIATION OF EXECUTIVE, TECHNICAL, AND PROFESSIONAL MEN, IS MANNED BY MEMBERS AND PAYS NO SALARIES. IT SOLICITS JOBS FOR UNEMPLOYED MEN OVER 40 AT THE EXECUTIVE LEVEL. (AUTHOR)
ERIC: EJ019908

3135 THE MISSION OF MANPOWER POLICY. STUDIES IN EMPLOYMENT AND UNEMPLOYMENT. APR 69
BAKKE, E. WIGHT
UPJOHN (W.E.) INST. FOR EMPLOYMENT RESEARCH, KALAMAZOO, MICH.
NOTES: 135P.
ECONOMICALLY DISADVANTAGED, FEDERAL PROGRAMS, FOREIGN COUNTRIES, HISTORICAL REVIEWS, MANPOWER DEVELOPMENT, OBJECTIVES, POLICY FORMATION, PROGRAM EVALUATION, PUBLIC POLICY, ENGLAND, SWEDEN, THE NETHERLANDS, UNITED STATES
THE RATIONALE FOR PRESENT MANPOWER PROGRAMS AND ITS UTILITY FOR FUTURE MANPOWER POLICY ARE DISCUSSED. THE APPROACH FOCUSES ATTENTION ON SUCH QUESTIONS AS THE FOLLOWING DOES THE PRESENT DE FACTO MEANING OF MANPOWER POLICY, WHICH IS IMPLICIT IN WHAT IS NOW BEING ATTEMPTED IN THE SO-CALLED MANPOWER PROGRAMS, EXHAUST THE POTENTIAL OPERATIONAL MEANING OF THAT POLICY IS THERE A MORE COMPREHENSIVE AND BASIC MEANING WHICH CAN GOVERN THE CURRENT AND FUTURE DEVELOPMENT OF PROGRAMS, A DEVELOPMENT WHICH IS ORIENTED TOWARD THE NATIONS TOTAL MANPOWER PROBLEMS, OF WHICH THAT CONCERNING THE DISADVANTAGED IS ONLY A PART INDEED, IS CONCENTRATION ON THE MEANING OF MANPOWER POLICY IMPLICIT IN THE PRESENT PROGRAMS INHIBITING THE REALIZATION OF THAT MORE COMPREHENSIVE AND BASIC CONCEPT OF MANPOWER POLICY WHICH COULD GIVE DIRECTION TO GOVERNMENT ACTION IN THIS AREA THESE

(CONT.)

3135 PROBLEMS ARE RELATED TO THE MAINTENANCE OF RESOURCES (BOTH SUPPLY AND DEMAND) AND THE PROCESSES OF A SYSTEM OF PARTICULARIZED EMPLOYMENT, WHICH IS THE FOUNDATION NOT ONLY FOR THE ECONOMIC AND SOCIAL WELL BEING OF ALL WORKERS, BUT ALSO FOR THE ECONOMIC AND SOCIALIST ABILITY AND PROGRESS OF THE NATION. (AUTHOR/CH)
ERIC: ED033212 W.E. UPJOHN INSTITUTE, 1101 SEVENTEENTH STREET, N.W., WASHINGTON, D.C. 20036 (NO CHARGE FOR SINGLE COPIES)

3136 MISSISSIPPI LABOR MOBILITY DEMONSTRATION PROJECT. OCT 69
HUFF, H. POPE:SALTER, LEO G.
STAR, INC., HATTIESBURG, MISS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 82P.
DISADVANTAGED GROUPS, JOB DEVELOPMENT, JOB PLACEMENT, LIVING STANDARDS, OCCUPATIONAL MOBILITY, RECRUITMENT, RELOCATION, RURAL AREAS, RURAL RESETTLEMENT, TRAINING, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, MISSISSIPPI
THE PROJECT CONCENTRATED ON PROVIDING INTRASTATE RELOCATION ASSISTANCE TO DISADVANTAGED RURAL WORKERS IN MISSISSIPPI, WITH A FLEXIBLE MINIMUM OF SUPPORTIVE SERVICE. ASSISTANCE CONSISTED OF COUNSELING, PROVIDING HOUSING, TRAVEL ARRANGEMENTS, JOB INTERVIEWS, JOB DEVELOPMENT, FINANCIAL AID, AND RECRUITING THE UNEMPLOYED. (AUTHOR)
ERIC: ED081948 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199 755: MF $1.45, HC $3.00)

3137 MISSISSIPPI LABOR MOBILITY DEMONSTRATION PROJECT--RELOCATING THE UNEMPLOYED DIMENSIONS OF SUCCESS. SEP 73
SPEIGHT, JOHN F.:AND OTHERS
STAR, INC., HATTIESBURG, MISS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 79P.: FOR RELATED DOCUMENTS SEE CE 003 294-5
ADJUSTMENT PROBLEMS, DEMONSTRATION PROJECTS, ECONOMIC FACTORS, EMPLOYEE ATTITUDES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, INDIVIDUAL CHARACTERISTICS, JOB PLACEMENT, JOB SATISFACTION, LABOR PROBLEMS, LABOR TURNOVER, MANPOWER UTILIZATION, OCCUPATIONAL MOBILITY, RELOCATION, SUCCESS FACTORS, SURVEYS, TABLES (DATA), UNEMPLOYMENT, VOCATIONAL ADJUSTMENT, MANPOWER RESEARCH, MISSISSIPPI, MISSISSIPPI LABOR MOBILITY PROJECT STAR INC
THE DOCUMENT PROVIDES AN ANALYSIS OF RELOCATION STABILITY OF INDIVIDUALS RELOCATED DURING THE MARCH, 1970-NOVEMBER, 1971 CONTRACT PERIOD. DATA BASES WERE 1,244 APPLICANTS WITH SCREENING INFORMATION AND 401 INDIVIDUALS WITH FOLLOW-UP INTERVIEW INFORMATION. APPROXIMATELY ONE HALF WERE IN NEW AREAS SIX MONTHS AFTER BEING RELOCATED. REASONS FOR GEOGRAPHIC AND JOB STABILITY ARE EXPLORED. THOSE RELOCATEES WHO WERE THE MOST STABLE AFTER RELOCATION WERE FOUND TO BE THE MOST MATURE, ENCUMBERED WITH RESPONSIBILITIES TO OTHERS, EXPERIENCED IN PRIOR MOBILITY, AND EXPERIENCING SUBSTANTIAL IMPROVEMENTS IN LIFE STYLES AFTER RELOCATION. POLICY AND RESEARCH RECOMMENDATIONS ARE PROVIDED FOR INCREASING RELOCATION RATES OF THOSE WHO CAN BENEFIT FROM AND BE SUCCESSFUL IN RELOCATION AND FOR INCREASING LIKELIHOODS OF RELOCATION STABILITY. EMPHASIS IS PLACED UPON ADDITIONAL RESEARCH REQUIRED TO ALLOW PREDICTION OF RELOCATION OUTCOMES PRIOR TO RELOCATION OF EACH INDIVIDUAL CLIENT. (AUTHOR)
ERIC: ED103685

3138 MISSISSIPPI LABOR MOBILITY DEMONSTRATION PROJECT--RELOCATING THE UNEMPLOYED EVALUATION AND POLICY IMPLICATIONS FOR A NATIONAL PROGRAM. DEC 73
SPEIGHT, JOHN F.:AND OTHERS
STAR, INC., HATTIESBURG, MISS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 231P.: FOR RELATED DOCUMENTS SEE CE 003 293-4
COST EFFECTIVENESS, DELIVERY SYSTEMS, DEMONSTRATION PROJECTS, DEPRESSED AREAS (GEOGRAPHIC), EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, JOB PLACEMENT, MANPOWER NEEDS, MODELS, OCCUPATIONAL MOBILITY, OPERATIONS RESEARCH, PROGRAM COSTS, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, RELOCATION, SUCCESS FACTORS, TABLES (DATA), UNDEREMPLOYED, UNEMPLOYED, WELFARE SERVICES, MANPOWER RESEARCH, MISSISSIPPI, MISSISSIPPI LABOR MOBILITY PROJECT STAR INC
THE REPORT PROVIDES A DETAILED REVIEW OF THE SEVEN AND ONE-HALF YEAR MISSISSIPPI LABOR MOBILITY PROJECT, STAR, INC., WHOSE OPERATIONS AND RESEARCH CONCERNED THE UTILITY AND FEASIBILITY OF SUBSIDIZING WORKER RELOCATION ASSISTANCE TO THE UNEMPLOYED/UNDEREMPLOYED POOR FOR THE PURPOSES OF IMPROVING THEIR ECONOMIC AND SOCIAL OPPORTUNITIES. ALMOST 2,500 INDIVIDUALS AND THEIR FAMILIES, AT A COST OF $2.2 MILLION, WERE MOVED FROM AREAS OF VERY LIMITED EMPLOYMENT OPPORTUNITIES TO AREAS OF EXPANDING EMPLOYMENT OPPORTUNITIES. THE DOCUMENT PROVIDES MAJOR POLICY RECOMMENDATIONS: SUMMARY OF PROJECT FINDINGS: RESEARCH DESIGN AND DATA BASE: DESCRIPTION OF THE PROJECT POPULATIONS (APPLICANTS AND RELOCATEES): SOCIOLOGICAL ANALYSIS OF RELOCATION STABILITY (CAUSES, BENEFITS, AND COSTS): AN EVALUATION OF THE ECONOMIC IMPACT OF THE PROJECT ON PROGRAM PARTICIPANTS: AND A MEASURE OF PROJECT EFFECTIVENESS (BENEFIT/COST ANALYSIS AND STAYER/LEAVER MODEL). TWO PHASES OF RESEARCH WERE ACCOMPLISHED DEVELOPMENT OF ORGANIZATIONAL/OPERATIONAL DESIGNS FOR RELOCATING THE UNEMPLOYED/UNDEREMPLOYED POOR AND DETERMINATION OF THE SUCCESS OF RELOCATION IN TERMS OF INDIVIDUAL RELOCATEE GAINS AND SOCIETAL COSTS AND BENEFITS THROUGH INVESTMENT OF PUBLIC FUNDS. APPENDED MATERIALS INCLUDE BENEFIT/COST ANALYSIS: MODEL FOR PREDICTING RELOCATION STABILITY: SURVEY OF EMPLOYERS EVALUATIONS: AND AN ANNOTATED LIST OF MAJOR PROJECT REPORTS. (AUTHOR/HW)
ERIC: ED103687

3139 MISSISSIPPI LABOR MOBILITY DEMONSTRATION PROJECT--RELOCATING THE UNEMPLOYED RELOCATION ASSISTANCE DELIVERY TECHNIQUES. DEC 73
SPEIGHT, JOHN F.;AND OTHERS
STAR, INC., HATTIESBURG, MISS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 213P.; FOR RELATED DOCUMENTS SEE CE 003 293 AND CE 003 295
COST EFFECTIVENESS, DELIVERY SYSTEMS, DEMONSTRATION PROJECTS, DEPRESSED AREAS (GEOGRAPHIC), EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, FINANCIAL SUPPORT, JOB PLACEMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, OCCUPATIONAL MOBILITY, PROGRAM COSTS, PROGRAM DESIGN, RECORDS (FORMS), RELOCATION, TABLES (DATA), UNDEREMPLOYED, UNEMPLOYED, WELFARE SERVICES, MANPOWER RESEARCH, MISSISSIPPI, MISSISSIPPI LABOR MOBILITY PROJECT STAR INC
THE REPORT USES THE EXPERIENCES OF THE MISSISSIPPI LABOR MOBILITY PROJECT, STAR, INC. (MLMP, STAR, INC.), AND THE REPORTS FROM OTHER EXPERIMENTAL LABOR MOBILITY PROJECTS TO RESPOND TO THE PROBLEMS OF CLARIFYING RELOCATION ASSISTANCE DELIVERY TECHNIQUES AND SERVICES AS THEY RELATE TO THE GOALS AND OBJECTIVES OF MANPOWER SERVICES. THE POPULATION SERVED BY MLMP, STAR, INC. IN RECENT YEARS IS DESCRIBED IN DETAIL. THE REPORT DELINEATES THE RELOCATION ASSISTANCE PROGRAM AS IT RELATES TO THE TOTAL GOALS OF MANPOWER SERVICES AND AS IT FURTHER RELATES TO LEGISLATIVE NEEDS, NATIONAL AND REGIONAL OFFICES OF RELOCATION ASSISTANCE, AND THE DELIVERY AGENT(S). THE REPORT FURTHER OUTLINES THE SYSTEM DESIGN AND DETAILS THE SPECIFIC ELEMENTS AND FUNCTIONS THAT SHOULD BE CONSIDERED IN DESIGNING RELOCATION ASSISTANCE. IT ANALYZES THE COSTS AND BENEFITS OF RELOCATION ASSISTANCE, PROVIDES AN OUTLINE FOR FINANCIAL ASSISTANCE FOR RELOCATING DISADVANTAGED POOR, AND PRESENTS FORMS USEFUL IN IMPLEMENTING THE DESIGN OUTLINE. (AUTHOR/HW)
ERIC: ED103686

3140 MOBILITY AND CAREER DEVELOPMENT FOR BLACK PROFESSIONALS 1975
BENSON, C.A.
THE PERSONNEL ADMINISTRATOR, VOL.20, NO.3, MAY 1975, P. 40-43.
BLACKS, CAREER DEVELOPMENT, CAREER PATH, HUMAN RESOURCE DEVELOPMENT, MINORITIES, RECRUITMENT, RELOCATION
THE ADVANTAGES AND DISADVANTAGES TO MOBILITY OF THE BLACK PROFESSIONAL WITH EMPHASIS ON THE REASONS BLACKS NEED TO BE MORE MOBILE.
MGMT: PA075E0040

3141 MOBILITY AND WORKER ADAPTATION TO ECONOMIC CHANGE IN THE UNITED STATES. MANPOWER RESEARCH BULLETIN NUMBER 1. JUL63
TRAVIS, HERMAN
OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH (DOL), WASHINGTON, D.C.
NOTES: 79P.
BUSINESS CYCLES, CENSUS FIGURES, EDUCATIONAL BACKGROUND, EMPLOYMENT, EMPLOYMENT SERVICES, FEDERAL PROGRAMS, INDIVIDUAL CHARACTERISTICS, INDUSTRY, JOB PLACEMENT, LABOR FORCE, LABOR FORCE NONPARTICIPANTS, LABOR UNIONS, MANPOWER DEVELOPMENT, OCCUPATIONAL MOBILITY, UNEMPLOYMENT, VOCATIONAL EDUCATION
BACKGROUND INFORMATION FOR USE BY THE ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT IN ITS EXAMINATION OF MANPOWER PROBLEMS IN THE UNITED STATES IS PRESENTED. THE OBJECTIVE OF THE EXAMINATION WAS TO DETERMINE THE CONTRIBUTIONS WHICH POLICY, PROGRAMS, AND TECHNIQUES ON MANPOWER, EMPLOYMENT, AND SOCIAL AFFAIRS COULD MAKE FOR PROMOTING ECONOMIC GROWTH, REDUCING THE HUMAN AND SOCIAL COSTS OF CHANGE, AND MAXIMIZING THE PARTICIPATION OF HUMAN RESOURCES. THE SPECIFIC FOCUS IS ON MOBILITY AND WORKER ADAPTABILITY TO ECONOMIC CHANGE. IN A SOCIETY IN WHICH RAPID TECHNOLOGICAL CHANGE IS TAKING PLACE, INCREASED WORKER MOBILITY MAY BE A SIGNIFICANT FACTOR IN ACHIEVING FULL EMPLOYMENT, BUT IT WILL HAVE TO BE DIRECTED TO FILL MANPOWER REQUIREMENTS WITHOUT NEEDLESS LOSS OF WORKING TIME AND WITHOUT THE COMPULSIONS OF AN AUTHORITARIAN SOCIETY. CHAPTER TITLES ARE--(1) UNEMPLOYMENT, UNDEREMPLOYMENT, AND NONPARTICIPATION IN THE LABOR MARKET, (2) CURRENT LABOR MOBILITY, (3) EDUCATION AND TRAINING, (4) LABOR MARKET ORGANIZATION--THE EMPLOYMENT SERVICE, (5) LABOR-MANAGEMENT PROGRAMS FOR HANDLING CHANGES, AND (6) PROGRAMS UNDER CONSIDERATION. THE APPENDIX GIVES 16 TABLES OF DATA COVERING EMPLOYMENT AND UNEMPLOYMENT, BY AGE, SEX, COLOR, OCCUPATIONAL GROUP, AND TYPE OF INDUSTRY FOR THE PERIOD 1947 TO 1962. SOME EARLIER DATA ARE INCLUDED. A LABOR MOBILITY BIBLIOGRAPHY CONTAINS 55 ITEMS DATED FROM 1952 TO 1961. (EM)
ERIC: ED020322

3142 THE MOBILITY OF PROFESSIONALS IN URBAN PUBLIC SERVICE A DEMOGRAPHIC ANALYSIS OF TEACHERS CAREERS, 1850-1960. APR 73
FARKAS, GEORGE
YALE UNIV., NEW HAVEN, CONN. CENTER FOR THE STUDY OF THE CITY AND ITS ENVIRONMENT. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 59P.
DEMOGRAPHY, EDUCATIONAL HISTORY, GOVERNMENT EMPLOYEES, LONGITUDINAL STUDIES, OCCUPATIONAL MOBILITY, PROFESSIONAL OCCUPATIONS, PROFESSIONAL SERVICES, PUBLIC SCHOOL TEACHERS, PUBLIC SERVICE OCCUPATIONS, RESEARCH DESIGN, TEACHER PERSISTENCE, URBAN SCHOOLS
ALTHOUGH IT IS A COMMONPLACE OBSERVATION THAT URBAN-INDUSTRIAL GROWTH NECESSITATED THE DEVELOPMENT OF THE POLICE AND THE SCHOOLS AS THE FAMILY, CHURCH AND PERSONAL CROSS-CLASS RELATIONS BECAME INADEQUATE TO THE TASK OF SOCIAL CONTROL, SOCIALIZATION, AND THE CHANNELING OF MOBILITY, STUDIES OF THE GROWTH OF THESE URBAN PUBLIC-SERVICE ORGANIZATIONS HAVE BEEN FEW. EVEN RARER HAVE BEEN INVESTIGATIONS OF THEIR NEWLY FORMING LABOR FORCE OF PROFESSIONALIZING, BUREAUCRATICALLY EMPLOYED WORKERS. THE PURPOSE HERE IS

(CONT.)
3142 TO ADVANCE THE STUDY OF THESE NINETEENTH CENTURY PROFESSIONALS BY EXAMINING THE CAREERS OF PUBLIC SCHOOL TEACHERS IN FIVE NORTHEASTERN CITIES. WHAT IS MEANT IF INCREASINGLY SUCCESSFUL EMPLOYEE SOCIALIZATION IS MEASURED AS INCREASING DURATIONS OF STAYLESS QUICK LEAVERS, MORE LONG STAYERS, OR MERELY AN INCREASE IN THE MEDIAN DURATION SHOULD VARIATION IN THE TIMING OF MOVES WITHIN THE HIERARCHY BE STUDIED BY SAMPLING ALL MOVES EVER PERFORMED BY THE MEMBERS OF A COHORT OR IS THE PROPER SAMPLING FRAME THE INDIVIDUAL CAREER BY LOOKING AT SUCCESSIVE ENTRANCE COHORTS IT IS POSSIBLE TO CHART THE PROGRESS OF SOCIALIZATION AND CAREER UPWARD MOBILITY. THE METHODS EMPLOYED EMERGE FROM DEMOGRAPHIC STUDIES OF FERTILITY. (AUTHOR/JM)
ERIC: ED106393

3143 THE MOBILIZATION METHODS MAR 73
MANPOWER RESEARCH VISIBILITY:48:3:67-82
BEHAVIOR DEVELOPMENT, JOB TRAINING, OUT OF SCHOOL YOUTH, PROGRAM DESCRIPTIONS, REFERENCE MATERIALS, SPANISH SPEAKING, WORK ATTITUDES, EXPERIMENTAL MANPOWER LABORATORY, MOBILIZATION FOR YOUTH
APPROACHES TO TRAINING HARD-TO-EMPLOY POPULATIONS BY THE MOBILIZATION FOR YOUTH EXPERIMENTAL MANPOWER LABORATORY, MANPOWER RESEARCH VISIBILITY IS A SUPPLEMENT TO AMERICAN VOCATIONAL JOURNAL. (EDITOR)
ERIC: EJ076969

3144 MOBILIZING FOR ACTION A TASK FORCE ON EMPLOYMENT OF THE OLDER WORKER WIN 77
ATTARD, ADELAIDE
INDUSTRIAL GERONTOLOGY:4:1:7-12
OLDER ADULTS, JOB DEVELOPMENT, COUNTY PROGRAMS, PROGRAM PLANNING, EMPLOYMENT PROGRAMS, MIDDLE AGED, ACTION PROGRAMS (COMMUNITY), PROGRAM COORDINATION, EQUAL OPPORTUNITIES (JOBS), NEEDS ASSESSMENT, NEW YORK (NASSAU COUNTY)
TO BEGIN IMPLEMENTATION OF JOB DEVELOPMENT AND OTHER EFFORTS, A NASSAU COUNTY TASK FORCE COMMITTEE COMPOSED OF REPRESENTATIVES FROM BUSINESS, LABOR, EDUCATION, AND GOVERNMENT RECRUITED A JOB DEVELOPER TO COORDINATE A COUNTY-WIDE PROGRAM DESIGNED TO INCREASE EMPLOYMENT OPPORTUNITIES FOR PERSONS AGE 55 AND OVER. OBJECTIVES OF THE COMMITTEE INCLUDE INVESTIGATING EMPLOYMENT OPPORTUNITIES AND SERVICES, ANALYZING EXISTING PRACTICES AND LEGISLATION, AND EXPLORING WAYS OF IMPROVING THE EMPLOYMENT SITUATION FOR OLDER CITIZENS. (MF)
ERIC: EJ159222

3145 MOBILIZING JOBS FOR VETERANS APR 71
MANPOWER:3:4:9-13
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, UNEMPLOYED, VETERANS, VETERANS EDUCATION, JOBS FOR VETERANS PROGRAM
ERIC: EJ035554

3146 A MODEL ASSESSMENT AND CLASSIFICATION SYSTEM FOR MEN AND WOMEN IN CORRECTIONAL INSTITUTIONS. 74
HELLERVIK, LOWELL W.:AND OTHERS
PERSONNEL DECISIONS, INC., MINNEAPOLIS, MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 147P.
APTITUDE TESTS, CAREER PLANNING, CORRECTIONAL EDUCATION, CORRECTIONAL REHABILITATION, COUNSELING CENTERS, CRIMINALS, INDIVIDUAL COUNSELING, JOB TRAINING, MANPOWER DEVELOPMENT, MODELS, OCCUPATIONAL GUIDANCE, PSYCHOLOGICAL TESTS, REHABILITATION CENTERS, REHABILITATION COUNSELING, SURVEYS, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, VOCATIONAL REHABILITATION
THE REPORT DESCRIBES A MANPOWER ASSESSMENT AND CLASSIFICATION SYSTEM FOR CRIMINAL OFFENDERS DIRECTED TOWARDS MAKING PRACTICAL TRAINING AND JOB CLASSIFICATION DECISIONS. THE MODEL IS NOT CONCERNED WITH CUSTODY CLASSIFICATIONS EXCEPT AS THEY AFFECT OCCUPATIONAL/TRAINING POSSIBILITIES. THE MODEL COMBINES TRADITIONAL PROCEDURES OF VOCATIONAL PSYCHOLOGY, SUCH AS JOB APTITUDE TESTING AND INDIVIDUAL VOCATIONAL COUNSELING, WITH MORE RECENT TECHNOLOGIES, SUCH AS LIFE PLANNING EXERCISES, BEHAVIORAL SIMULATIONS OF JOB SITUATIONS, AND THE ASSESSMENT CENTER CONCEPT. THE ASSESSMENT CENTER, THE CENTRAL FEATURE OF THE CLASSIFICATION MODEL, IS DESIGNED TO BE CONDUCTED AT THAT TIME JUST PRIOR TO MOST INMATES BEING ASSIGNED TO TRAINING PROGRAMS, AND IS THUS LABELED A MID-SENTENCE CAREER DEVELOPMENT CENTER. OFFENDERS WOULD BE PLACED IN A VARIETY OF BEHAVIORAL SIMULATIONS TO REVEAL A PROFILE OF STRENGTHS AND WEAKNESSES TO A STAFF COMPOSED OF PROFESSIONALS AND PRISON OFFICIALS. PRIOR TO RELEASE, INMATES WOULD BE SCHEDULED FOR A PRE-RELEASE CAREER DEVELOPMENT CENTER, DESIGNED TO PROVIDE INMATES WITH CRITICAL JOB SEEKING SKILLS AND TO CONTINUE THE LIFE WORK PLANNING PROGRAM BEGUN EARLIER. AN EVALUATION DESIGN IS INCLUDED. A SITE VISIT PROTOCOL FORM, DESCRIPTIVE DATA FROM AN INMATE SURVEY, INFORMATION ON THE ASSESSMENT CENTER, LIFE PLANNING ACTIVITIES, AND A DISCUSSION OF WORK SAMPLES ARE APPENDED. (AUTHOR/JB)
ERIC: ED109326 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (NO PRICE GIVEN)

3147 A MODEL FOR ASSESSING COMMUNITY OCCUPATIONAL NEEDS THROUGH INTER-GOVERNMENTAL DATA ANALYSIS. AUG 74
TUCKER, KATIE D.:ROWELL, JAMES R., JR.
FLORIDA UNIV., GAINESVILLE. CENTER FOR COMMUNITY NEEDS ASSESSMENT. CENTRAL FLORIDA COMMUNITY COLLEGES CONSORTIUM. H

(CONT.)
3147 NOTES: 21P.
ECONOMIC CLIMATE, EDUCATIONAL NEEDS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT TRENDS, JUNIOR COLLEGES, LABOR SUPPLY, MANPOWER NEEDS, MANPOWER UTILIZATION, MODELS, OCCUPATIONAL SURVEYS, RESEARCH METHODOLOGY, STATEWIDE PLANNING
IT IS THE INTENT OF THE OCCUPATIONAL NEEDS ASSESSMENT MODEL TO PROVIDE DATA ON PRESENT AND FUTURE OCCUPATIONAL TRAINING REQUIREMENTS FOR LOCAL COMMUNITIES, PLACE THE JOB SKILL NEEDS IN A PRIORITY RANKING, AND RELATE THE OCCUPATIONAL NEED DATA TO THE LABOR MARKET AND EDUCATIONAL CURRICULUM. THIS PAPER SHOWS THE DEVELOPMENT OF THIS MODEL, INDICATING HOW DATA SOURCES FLOW INTO THE MODEL TO RELATE THE JOB MARKET DEMAND TO TRAINING NEEDS FOR THE COMMUNITY, AND SPECIFYING THE DATA GATHERING ACTIVITIES FOR IMPLEMENTING THE MODEL. A COMPREHENSIVE EVALUATION PROGRAM WITH AN ACCURATE NEEDS ASSESSMENT PROCESS BEHIND IT CAN BE AN EFFECTIVE INSTRUMENT OF CHANGE WITHIN THE COLLEGE AND WITHIN THE COMMUNITY. (AUTHOR/AH)
ERIC: ED100412

3148 A MODEL FOR MAKING MILITARY CURRICULUM MATERIALS AVAILABLE APR 77
LOGAN, EDWIN
AMERICAN VOCATIONAL JOURNAL;52;4;30-32
VOCATIONAL EDUCATION, CURRICULUM DEVELOPMENT, SYSTEMS DEVELOPMENT, ARMED FORCES, DELIVERY SYSTEMS, INSTRUCTIONAL MATERIALS, MODELS, POST SECONDARY EDUCATION, SECONDARY EDUCATION, PROGRAM DEVELOPMENT, CIVILIANS
DESCRIBES THE DEVELOPMENT AND COMPONENTS OF A COMPREHENSIVE SYSTEM TO MAKE MILITARY CURRICULUM MATERIALS AVAILABLE TO CIVILIAN VOCATIONAL EDUCATION PROGRAMS. IT IS NOTED THAT THE SYSTEM IS INTENDED TO GREATLY EXTEND THE POTENTIAL BENEFIT OF MILITARY RESOURCES TO THE EDUCATIONAL COMMUNITY ON A CONTINUING BASIS. (SH)
ERIC: EJ158319

3149 A MODEL FOR MANPOWER MANAGEMENT 1975
LILIEN, G.L.; RAO, A.G.
MANAGEMENT SCIENCE, VOL.21, NO.12, AUG 1975, P. 1447-1457.
EMPLOYEE FORECASTING, EMPLOYMENT POLICY, HIRING, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MODELING, PLANNING, QUANTITATIVE METHODS, STAFFING
MANPOWER PLANNING MAY BE ONE OF THE FIRST FIELDS TO WHICH MANAGEMENT SCIENCE WAS APPLIED. THIS ARTICLE DEVELOPS A MODEL FOR MINIMIZING MANPOWER NEEDS. THE MODEL ESPECIALLY CONSIDERS TWO FACTS: ONE, THAT MANAGERS CLASSIFY EMPLOYEES AS GOOD OR BAD AND TWO, SOME SOURCES OF EMPLOYEES MAY BE BETTER THAN OTHERS.
MGMT: MSC75M1447

3150 A MODEL FOR MANPOWER PRODUCTIVITY DURING ORGANIZATION GROWTH 1971
FAU, JOHN G.
ULTRASYSTEMS INC NEWPORT BEACH CALIF
AVAILABILITY PUB. IN NAVAL RESEARCH LOGISTICS QUARTERLY, V18 N4 P543-559 DEC 71.
NOTES: 18P
MANPOWER STUDIES, PERFORMANCE(HUMAN), ORGANIZATIONS, PERSONNEL MANAGEMENT, MANPOWER PRODUCTIVITY, NONPRODUCTIVE EFFORT, INEFFICIENCIES
A MATHEMATICAL MODEL IS DEVELOPED THAT ENABLES ORGANIZATION AND MANPOWER PLANNERS TO QUANTIFY THE INEFFICIENCIES INVOLVED IN RAPID BUILDUPS OF ORGANIZATIONS, SUCH AS IS FREQUENTLY FOUND IN THE AEROSPACE INDUSTRY SHORTLY AFTER THE AWARD OF A MAJOR CONTRACT. CONSIDERATION IS GIVEN TO THE TIME REQUIRED TO TRAIN, INDOCTRINATE, AND FAMILIARIZE NEW WORKERS WITH THEIR JOBS AND THE GENERAL PROGRAM ASPECTS. ONCE TRAINED, WORKERS ARE ASSUMED TO BE PRODUCTIVE. THE MODEL IS SUFFICIENTLY GENERAL TO CONSIDER AN ARBITRARY MANPOWER PLAN WITH MORE THAN ONE PEAK OR VALLEY. THE MODEL OUTPUTS ARE FUNCTIONS OF REAL TIME AND CONSIST OF THE FRACTION OF THE TOTAL LABOR FORCE WHICH IS PRODUCTIVE, THE FRACTION OF THE TOTAL LABOR UNITS IN NONPRODUCTIVE EFFORT, THE CUMULATIVE LABOR COSTS FOR PRODUCTIVE EFFORT, AND THE CUMULATIVE LABOR COST FOR ALL EFFORT. (AUTHOR)
NTIS: AD-746 289 NTIS PRICE REPRINT

3151 A MODEL FOR THE IMPLEMENTATION OF A BILINGUAL VOCATIONAL EDUCATION TRAINING PROGRAM.
EL PASO COMMUNITY COLL., TEX. BILINGUAL SKILLS CENTER. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 85P.; PAGES 87 THROUGH 103 CONTAINING INFORMATION ABOUT PROGRAM PARTICIPANTS WERE REMOVED. THEY ARE NOT INCLUDED IN THE PAGINATION.
ADULT VOCATIONAL EDUCATION, BILINGUAL EDUCATION, ENGLISH (SECOND LANGUAGE), SPANISH SPEAKING, MEXICAN AMERICANS, ECONOMICALLY DISADVANTAGED, EDUCATIONALLY DISADVANTAGED, SKILL CENTERS, MODELS, CONTINUING EDUCATION CENTERS, VOCATIONAL TRAINING CENTERS, COMMUNITY COLLEGES, POST SECONDARY EDUCATION, SECONDARY EDUCATION, EL PASO COUNTY, TEXAS
TO SERVE THE LOW-INCOME, LOW-EDUCATION POPULATION OF EL PASO CITY AND COUNTY, TEXAS, MORE THAN HALF OF WHOM ARE PRIMARILY SPANISH-SPEAKING MEXICAN-AMERICANS, THE EL PASO COMMUNITY COLLEGE INITIATED PROGRAMS FOR NON-TRADITIONAL STUDENTS IN BILINGUAL OCCUPATIONAL SKILLS TRAINING AND IN BILINGUAL LANGUAGE DEVELOPMENT. A MODEL FOR BILINGUAL VOCATIONAL TRAINING WAS DEVELOPED FOR USE BY OTHER EDUCATIONAL INSTITUTIONS. IN IMPLEMENTING THIS MODEL THE BILINGUAL SKILLS CENTER OF THE COLLEGE CONDUCTED CLASSES IN INDUSTRIAL SEWING MACHINE REPAIR, RADIO/TELEVISION REPAIR, OPTICAL LENS GRINDING, INDUSTRIAL SEWING MACHINE OPERATION, AND THE BUILDING TRADES. THE FIRST THREE PROGRAMS HAVE BEEN APPROVED FOR COLLEGE CREDITS AND THE SECOND TWO FOR CONTINUING EDUCATION UNITS. IN ADDITION, THE CENTER PROVIDED VOCATIONAL TRAINING FOR DISADVANTAGED ADULTS IN AUTO BODY REPAIR, AUTO SERVICE AND TUNEUP, CASHIER/CHECKER, OFFICE PROCEDURES, TYPING, NURSES AIDE AND ORDERLY, AND PREEMPLOYMENT PREPARATION. INCLUDED IN THE DOCUMENT ARE AN

(CONT.)

3151 INFORMATIONAL BROCHURE, A TEST FOR IDENTIFYING PERSONS OF LIMITED ENGLISH-SPEAKING ABILITY, AN EVALUATION OF THE SKILLS CENTER, AND AN INSTRUCTIONAL MODEL AND STUDENT RATING SCALE. (MF)
AIM/ARM: VT103586

3152 A MODEL FOR TRAINING THE DISADVANTAGED TAT AT OAK RIDGE, TENNESSEE. MANPOWER RESEARCH MONOGRAPH NO. 29. 73
DAVIES, MARY F.;AND OTHERS
OAK RIDGE ASSOCIATED UNIVERSITIES, TENN.; UNION CARBIDE CORP., OAK RIDGE, TENN. NUCLEAR DIV. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.; DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C.; ATOMIC ENERGY COMMISSION, WASHINGTON, D.C.
NOTES: 47P.
DISADVANTAGED GROUPS, INDUSTRIAL EDUCATION, JOB TRAINING, MANPOWER DEVELOPMENT, INTERAGENCY COOPERATION, PROGRAM DESCRIPTIONS, MODELS, EXPERIMENTAL PROGRAMS, SKILLED WORKERS
OPERATIONAL SINCE 1966, THE TRAINING AND TECHNOLOGY (TAT) PROGRAM IS AN INDUSTRY-GOVERNMENT EFFORT TO PROVIDE SKILL TRAINING TO THE DISADVANTAGED. FOLLOWUP STUDIES OF GRADUATES SHOW THAT TAT TRAINEES EARN RELATIVELY HIGH STARTING SALARIES, MAINTAIN A HIGH LEVEL OF EMPLOYMENT AT RISING WAGES, GENERALLY ARE EMPLOYED AT WORK RELATED TO THEIR TRAINING, AND EXPRESS A HIGH DEGREE OF JOB SATISFACTION. ALTHOUGH THE MAJORITY OF TRAINEES ARE YOUNG, WHITE, MALES AND TENNESSEE RESIDENTS, TAT HAS ACCOMMODATED INNER CITY BLACK YOUTH, RURAL APPALACHIAN RESIDENTS, MINIMUM SECURITY PRISON INMATES, AND HIGH SCHOOL SENIORS. MAJOR FACTORS CONTRIBUTING TO THE SUCCESS OF THE TAT PROGRAM ARE THE INDUSTRIAL SETTING, CRAFTSMEN AS INSTRUCTORS, EMPHASIS ON JOB DEVELOPMENT AND PLACEMENT, RIGOROUS BUT INDIVIDUALIZED SHOP TRAINING, AVAILABILITY OF REMEDIAL EDUCATION AND SUPPORT SERVICES, AND UNION AND PRIVATE RESOURCES OF UNION CARBIDE CORPORATION, OAK RIDGE ASSOCIATED UNIVERSITIES, AND FEDERAL FUNDING. THE TAT MODEL IS ADAPTABLE TO OTHER AREAS AND INDUSTRIAL CONTEXTS, PARTICULARLY THROUGH MANPOWER REVENUE SHARING. A BIBLIOGRAPHY ABOUT TAT IS INCLUDED. APPENDIXES CONTAIN A SUMMARY OF A FOLLOWUP SURVEY OF TRAINEES, SEVERAL COURSE OUTLINES, LIST OF BASIC TEXTS, AND FOUR TRAINEE CASE HISTORIES. (AUTHOR/RG)
AIM/ARM: VT102927

3153 A MODEL FOR UNDERSTANDING MANAGEMENT MANPOWER: FORECASTING AND PLANNING 1975
DECKARD, N.S.; LESSEY, K.M.
PERSONNEL JOURNAL, VOL.54, NO.3, MAR 1975, P. 169-173+.
EMPLOYEE FORECASTING, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MANAGER, MODELING, PLANNING, QUANTITATIVE METHODS
ANY ORGANIZATION MUST APPRAISE ON A CONTINUING BASIS ITS MANPOWER STRENGTH AND ESTIMATE MANPOWER NEEDS TO FULFILL ITS OBJECTIVES.
MGMT: PEJ7540159

3154 MODEL MAKER (AIRCRAFT MFG.) I 693.381--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. NOV 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 19P.
APTITUDE TESTS, AVIATION TECHNOLOGY, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MODELS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SKILLED OCCUPATIONS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, MODEL MAKER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069635

3155 A MODEL OF A PREPARATION FOR EMPLOYMENT PROGRAM FOR THE NORTHERN PRAIRIE REGION. MAR 71
SASKATCHEWAN NEWSTART, INC., PRINCE ALBERT. CANADIAN DEPT. OF REGIONAL ECONOMIC EXPANSION, OTTAWA (ONTARIO).; SASKATCHEWAN DEPT. OF EDUCATION, REGINA.
NOTES: 229P.
COMMUNITY EDUCATION, ECONOMIC EDUCATION, EDUCATIONAL DEVELOPMENT, EDUCATIONAL PROGRAMS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, JOB TRAINING, MODELS, PROGRAM DEVELOPMENT, SPECIAL PROGRAMS, TRAINING, VOCATIONAL DEVELOPMENT, NEWSTART, PEP, PREPARATION FOR EMPLOYMENT PROGRAM
TO HELP NATIVE CANADIANS DERIVE THE MAXIMUM BENEFITS FROM ECONOMIC DEVELOPMENTS OF INCOMING INDUSTRIES AND ENABLE THEM TO COPE EFFECTIVELY WITH EMERGING PROBLEMS CHARACTERISTIC OF AN INDUSTRIALIZING SOCIETY, THE PREPARATION FOR EMPLOYMENT PROGRAM

(CONT.)
3155 (PEP) WAS DEVELOPED. IN THE PREPARATION PHASE AT THIS TIME AND SOON TO ENTER THE INFRASTRUCTURE DEVELOPMENTAL PHASE, PEP WILL BE PUT INTO OPERATION IN THE MEADOW LAKE AREA, WHERE A PULP MILL AND TOWNSITE WILL BE CONSTRUCTED. PLANNED BY VARIOUS AGENCIES AND INDUSTRIES, AND CONCERNED WITH LONG-TERM JOB TRAINING, THE DEVELOPMENTAL EFFORT WILL UTILIZE SIX APPROACHES JOB DEVELOPMENT, ADULT TRAINING, CONCERNED SERVICES DEVELOPMENT, COMMUNITY DEVELOPMENT, EDUCATIONAL DEVELOPMENT TRAINING, AND ECONOMIC DEVELOPMENT. PRESENTED IN THIS REPORT IS THE MODEL TO BE USED IN THE IMPLEMENTATION OF THE TRAINING PROGRAM. ONLY THE FIRST TWO COMPONENTS ARE COMPLETE IN THIS REPORT. WHEN FINISHED, THE PROGRAM MAY BE VARIED TO FIT SIMILAR SITUATIONS. DETAILED APPENDIXES SUPPLEMENT THE TEXT. (SN)
ERIC: ED070835 SASKATCHEWAN NEWSTART INC., FIRST AVE AND RIVER ST. EAST, PRINCE ALBERT, SASKATCHEWAN, CANADA

3156 A MODEL PROGRAM TO INSTRUCT MANPOWER TRAINING PERSONNEL IN THE SELECTION AND APPLICATION OF REMEDIAL INSTRUCTIONAL MATERIALS TO MEET INDIVIDUAL TRAINEE NEEDS. FINAL REPORT. JUN 74
TECHNICAL EDUCATION RESEARCH CENTER, MONTGOMERY, ALA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 103P.; FOR RELATED DOCUMENT SEE IR 001 244 AND ED 072 316; DOCUMENT MAY REPRODUCE POORLY IN HARDCOPY DUE TO COLOR OF ORIGINAL
FIELD STUDIES, INDIVIDUALIZED INSTRUCTION, MANPOWER DEVELOPMENT, OCCUPATIONAL CHOICE, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, PROGRAM EVALUATION, REMEDIAL INSTRUCTION, TEACHER EDUCATION, VOCATIONAL COUNSELING, VOCATIONAL DIRECTORS, VOCATIONAL EDUCATION, VOCATIONAL EDUCATION TEACHERS, VOCATIONAL FOLLOWUP, VOCATIONAL RETRAINING, VOCATIONAL TRAINING CENTERS, IMTS, INDIVIDUALIZED MANPOWER TRAINING SYSTEM
A PROJECT TO DEVELOP A MODEL PROGRAM TO INSTRUCT TRAINING PERSONNEL FOR AN INDIVIDUALIZED MANPOWER TRAINING SYSTEM (IMTS) IS REPORTED. IN TWO PHASES, JANUARY 1971 TO JUNE 1972 AND JULY 1972 TO DECEMBER 1973, THE PROJECT TRAINED PERSONNEL AND FIELD TESTED IMTS AT 10 SCATTERED SITES IN CALIFORNIA AND THE SOUTH. THE IMTS COMPONENT PROGRAMS INCLUDE REMEDIAL ACADEMIC TRAINING, COMPLEMENTARY SKILLS, OCCUPATIONAL EXPLORATION, AND EMPLOYABILITY AND PREVOCATIONAL TRAINING. ALSO INCLUDED WITHIN THE SECOND PHASE WAS AN ANALYTICAL ASSESSMENT OF IMTS IMPACT ON TRAINEES AND INSTITUTIONS AT THE 10 PILOT-DEMONSTRATION SITES. THOUGH THE RESULTS ARE CONDITIONED BY WEAKNESSES IN RECORDING AND REPORTING DATA, THEY DO REFLECT THE EFFECTIVENESS OF THE TRAINING AFFORDED THROUGH THE IMTS. THE STAFF TRAINING MATERIALS HAVE BEEN REVISED AS A RESULT OF THE FIELD TESTS AT THE VARIOUS PILOT-DEMONSTRATION SITES. (AUTHOR/WH)
ERIC: ED097881

3157 A MODEL PROGRAM TO INSTRUCT MANPOWER TRAINING PERSONNEL IN THE SELECTION AND APPLICATION OF REMEDIAL INSTRUCTIONAL MATERIALS TO MEET INDIVIDUAL TRAINEE NEEDS. PHASE I REPORT. JUN 72
TECHNICAL EDUCATION RESEARCH CENTER, CAMBRIDGE, MASS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 114P.
ADULT BASIC EDUCATION, ADULT EDUCATORS, GUIDES, INDIVIDUALIZED INSTRUCTION, INSTRUCTIONAL MATERIALS, INSTRUCTIONAL STAFF, MAGNETIC TAPES, MANPOWER DEVELOPMENT, MODELS, PROFESSIONAL PERSONNEL, PROGRAMED INSTRUCTION, REMEDIAL INSTRUCTION, SLIDES, TRAINING OBJECTIVES, INDIVIDUALIZED MANPOWER TRAINING
THE LONG-RANGE GOAL OF THIS PROGRAM WAS TO DEVELOP A SUFFICIENT NUMBER OF QUALIFIED PERSONNEL TO ESTABLISH AND OPERATE INDIVIDUALIZED MANPOWER TRAINING (IMT) SYSTEMS FOR DISADVANTAGED AND HANDICAPPED YOUTHS AND ADULTS. THE OBJECTIVES WERE TO (1) DEVELOP INSTRUCTIONAL MATERIALS AND PROCEDURES USING A PROGRAMMED INSTRUCTIONAL PROCESS; (2) TRAIN SEVERAL GROUPS OF ADMINISTRATORS, COUNSELORS, AND TEACHERS WHO ARE INVOLVED IN ON-GOING MANPOWER PROGRAMS TO USE AN IMT SYSTEM IN BASIC REMEDIAL EDUCATION; (3) DEVELOP PROTOTYPE MATERIALS FOR A MECHANICAL OCCUPATIONAL CLUSTER, WHICH WILL INTEGRATE THE PREVOCATIONAL AND OCCUPATIONAL PLAN WITH BASIC REMEDIAL EDUCATION IN A TOTAL IMT SYSTEM; AND (4) CONDUCT A CONTINUOUS MONITORING OF THE STAFF TRAINING PROGRAM DURING DEVELOPMENT, ASSESS ITS IMPACT, AND PROVIDE OBSERVATIONAL ANALYSIS FACTORS WHICH APPEAR TO BE RELATED TO THE SUCCESS OF PROGRAM IMPLEMENTATION. THE PRODUCTS AND MATERIALS PREPARED DURING THE PROJECT WERE EITHER COMPLETELY DEVELOPED OR MODIFIED TO FIT IN THE IMT SYSTEM. THE IMT SYSTEM STAFF WERE PROVIDED INDIVIDUALIZED STAFF TRAINING COURSES IN THE USE OF BASIC REMEDIAL GUIDES IN ESTABLISHING INDIVIDUALIZED BASIC REMEDIAL INSTRUCTION IN LEARNING RESOURCE CENTERS; IN DEVELOPING A DIAGNOSTIC PROFILE FOR EACH TRAINEE; IN DEVELOPING AN INDIVIDUAL TRAINING PLAN FOR EACH ONE; AND IN EVALUATING THE PROGRESS OF THE TRAINEES. THE PRODUCTS PREPARED WERE PRINTED MATERIALS (5 GUIDES AND 1 PROGRAMMED LESSON) AND TAPE-SLIDE MODULES. THE FINDINGS OF THE PROJECT CLEARLY DEMONSTRATE THAT IT IS POSSIBLE TO TRAIN STAFF TO ESTABLISH AND OPERATE AN IMT SYSTEM WITHIN A SHORT TIME BY USE OF INDIVIDUALIZED INSTRUCTION. (AUTHOR/DB)
ERIC: ED072316

3158 MODELS OF LABOR MARKET TURNOVER A THEORETICAL AND EMPIRICAL SURVEY MAR 75
PARSONS, DONALD O.
OHIO STATE UNIV., COLUMBUS. DEPT. OF ECONOMICS. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.
CONTRACT NO. OL-OAS-74-3374
NOTES: FINAL REPT. JUN 74-MAR 75 59P
MANPOWER UTILIZATION, JOB SATISFACTION, NTISLABASP
SOME OF THE RECENT THEORETICAL AND EMPIRICAL CONTRIBUTIONS TO JOB ATTACHMENT, OR,

(CONT.)

3158 CONVERSELY, JOB TURNOVER, ARE SURVEYED. THEORETICAL DEVELOPMENTS IN SEARCH MODELS OF WORKER BEHAVIOR ARE EXPLORED. A DISCUSSION IS PRESENTED OF CURRENT LABOR MARKET MODELS OF THE FIRM WITH STRESS ON FIRM BEHAVIOR IN THE PRESENCE OF SPECIFIC HUMAN CAPITAL AND INCOMPLETE INFORMATION. A NUMBER OF IMPORTANT EMPIRICAL STUDIES OF TURNOVER BEHAVIOR ARE EXAMINED.
NTIS: PB-256 520/8ST NTIS PRICES PC$4.50/MF$3.00

3159 MODERN TEACHING METHODS AND THE MERCHANT NAVY. 67
CARVER, ALFRED
NATIONAL INST. OF ADULT EDUCATION, LONDON (ENGLAND).; SEAFARERS EDUCATION SERVICE, LONDON (ENGLAND).
NOTES: 46P.
AUDIOVISUAL AIDS, BIBLIOGRAPHIES, CORRESPONDENCE STUDY, ENROLLMENT, FILMS, GENERAL EDUCATION, INSTRUCTIONAL STAFF, NAVIGATION, PROGRAMED INSTRUCTION, READING MATERIALS, SCIENCE EDUCATION, SEAMEN, STATISTICAL DATA, TAPE RECORDINGS, TEACHING METHODS, VOCATIONAL EDUCATION, COLLEGE OF THE SEA, GREAT BRITAIN
ABOUT 5(OF BRITISH DOMICILED SEAFARERS (CADETS, OFFICERS SEEKING HIGHER PROFESSIONAL CERTIFICATES, AND RATINGS STUDYING FOR CERTIFICATES) ARE PURSUING CORRESPONDENCE STUDY, LARGELY IN VOCATIONAL SUBJECTS. ACCORDINGLY, AN EVALUATIVE REPORT HAS BEEN MADE ON CORRESPONDENCE COURSE OFFERINGS AND PROGRAMED INSTRUCTION PROVIDED BY SUCH SOURCES AS THE ROYAL AND MERCHANT NAVIES AND THE COLLEGE OF THE SEA, AS WELL AS ON VOCATIONAL AND NONVOCATIONAL TEACHING AT SEA AND ON THE USES AND AVAILABILITY OF TAPE RECORDERS, 8MM AND 16MM FILMS, SLIDES, SCIENCE KITS, READING MATERIALS, SHIPBOARD EQUIPMENT, AND OTHER INSTRUCTIONAL AIDS. CONCLUSIONS AND RECOMMENDATIONS OF THE REPORT COVER SUCH TOPICS AS THE ORGANIZATION OF TRAINING, POLICIES AND PRACTICES OF THE COLLEGE OF THE SEA, AND INSTRUCTORS AND THEIR PREPARATION. THE DOCUMENT INCLUDES 28 TABLES AND FIGURES, A SAMPLE LESSON, A SELECTED BIBLIOGRAPHY, AND SUGGESTED COURSES AND AIDS. (LY)
ERIC: ED023961 NATIONAL INSTITUTE OF ADULT EDUCATION, 35 QUEEN ANNE STREET, LONDON W.1, ENGLAND (7S. 6D.).

3160 MODERNIZING SELECTION AND PROMOTION PROCEDURES IN THE STATE EMPLOYMENT SECURITY SERVICE AGENCY. APR 70
DERRYCK, DENNIS A.;LEYES, RICHARD
DERRYCK ASSOCIATES, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 109P.
CAREER CHANGE, EMPLOYMENT LEVEL, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT QUALIFICATIONS, FEASIBILITY STUDIES, JOB ANALYSIS, JOB DEVELOPMENT, PERSONNEL SELECTION, PROFESSIONAL PERSONNEL, PROFESSIONAL RECOGNITION, PROMOTION (OCCUPATIONAL), TESTS, STATE EMPLOYMENT SECURITY SERVICE AGENCY
THE PURPOSE OF THIS FEASIBILITY STUDY WAS TO DISCOVER THE TYPES OFSELECTION AND PROMOTION MODELS, STRATEGIES, AND PROCESSES THAT MUST BE EMPLOYED IF CURRENT STATE EMPLOYMENT SECURITY SERVICE AGENCY SELECTION PRACTICES ARE TO BE MADE MORE DIRECTLY RELEVANT TO THE VARIOUS POPULATIONS CURRENTLY BEING SERVED. SPECIFICALLY, THE STUDY SOUGHT TO DETERMINE (1) THE CONSTRAINTS CURRENTLY OPERATING UPON THE SELECTION PROCESSES IN VARIOUS STATE EMPLOYMENT SECURITY SERVICE AGENCIES. (2) THE TYPES OF SELECTION MODELS, STRATEGIES, AND PROCESSES THAT WILL AID THE STATE EMPLOYMENT SECURITY SERVICE AGENCY IN IMPROVING ITS SELECTION PROCESSES IN RELATION TO WHO GETS SELECTED FOR PRE-PROFESSIONAL, PROFESSIONAL, AND EXECUTIVE POSITIONS AND HOW THIS IS ACCOMPLISHED IN TERMS OF INTERNAL PROMOTIONS AND OUTSIDE RECRUITMENT. (AUTHOR)
ERIC: ED081945 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-200 454, MF $1.45, HC $3.00)

3161 A MODEST INTERDISCIPLINARY OVERVIEW OF THE FARM LABOR PROBLEM WITH SOME SUGGESTIONS FOR FUTURE RESEARCH EFFORTS. 5 FEB 73
WRIGHT, DAVID E., JR.
TEXAS A AND M UNIV., COLLEGE STATION. TEXAS AGRICULTURAL EXPERIMENT STATION.
NOTES: 25P.; PAPER PRESENTED TO THE RURAL SOCIOLOGY SECTION AT THE ANNUAL MEETING OF THE ASSOCIATION OF SOUTHERN AGRICULTURAL WORKERS (ATLANTA, GEORGIA, FEBRUARY 1973)
AGRICULTURAL LABORERS, AGRICULTURAL PRODUCTION, AGRICULTURAL TRENDS, EMPLOYMENT PROJECTIONS, EMPLOYMENT TRENDS, FARM LABOR, FARM LABOR PROBLEMS, JOB LAYOFF, MARKETING, OCCUPATIONAL MOBILITY, TECHNOLOGICAL ADVANCEMENT, MANPOWER RESEARCH
IT IS STATED THAT THE UNITED STATES IS EXPERIENCING IN THE AGRICULTURAL SECTOR TWO SIMULTANEOUS SURPLUSES WHICH TOGETHER ARE REFERRED TO AS THE FARM PROBLEM. THESE ARE SURPLUSES OF PRODUCTS AND LABOR. THE PRIMARY REASONS FOR THE LABOR SURPLUS ARE RELATIVELY RAPID ADOPTION OF TECHNOLOGICAL INNOVATIONS, THE APPROXIMATION OF A COMPETITIVE MARKET STRUCTURE WHICH FACILITATES A TECHNOLOGICAL TREADMILL, AND LACK OF AN EXPLICIT MANPOWER POLICY RELATED TO AGRICULTURE. REMOVING THE EXCESS LABOR FROM FARMING APPEARS TO BE THE ONLY CURRENTLY VIABLE SOLUTION; OTHER MEASURES AIMED AT IMPROVING THE CONDITIONS OF AGRICULTURAL LABOR ARE SHORT-RUN AND WILL EVENTUALLY LEAD TO REDUCTION OF THE LABOR FORCE. WHETHER OR NOT THE POLICY TO MOVE MANPOWER OUT OF AGRICULTURE IS ACCEPTED, ANALYSTS AGREE THAT THERE IS A NEED FOR RESEARCH WHICH FOCUSES SPECIFICALLY ON THE AGRICULTURAL LABOR FORCE. OCCUPATIONAL MOBILITY STUDIES HAVE SERVED AS A USEFUL MECHANISM THROUGH WHICH TO PERFORM THIS RESEARCH. THE PAPER CONCLUDES THAT TWO MAJOR POSSIBILITIES EXIST CONCEPTUAL CLARIFICATION AND ANALYSIS OF THE HETEROGENEOUS QUALITY OF THE AGRICULTURAL LABOR FORCE. (A SIX-PAGE BIBLIOGRAPHY IS INCLUDED.) (AUTHOR/BP)
ERIC: ED094224

3152 A MODEST MAGNA CHARTA THE RISE AND GROWTH OF WAGE AND HOUR STANDARDS LAWS, 1900-1973 A SOCIAL INDICATORS APPROACH AUG 77
RATNER, RONNIE STEINBERG
NEW YORK UNIV., N.Y.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-91-36-74-42
NOTES: FINAL REPT. 634P
LABOR RELATIONS, LEGISLATION, SOCIAL REFORMS, SOCIAL INDICATORS, WORKING HOURS, LABOR LAWS, NTISLABPEU
THE REPORT INVESTIGATES GROWTH OF WAGE AND HOUR STANDARDS LEGISLATION IN THE UNITED STATES. A SOCIAL INDICATORS APPROACH WAS USED TO MEASURE CHANGE IN THE PROVISIONS OF THESE LAWS. THE AUTHOR REVIEWS STATUTES FOR A TWENTY-EIGHT STATE SAMPLE AND FOR THE FEDERAL GOVERNMENT BETWEEN 1900-1973, AND GENERATES A SET OF TIME SERIES DATA. THE AUTHOR ANALYZES BOTH THE NATIONAL PATTERN OF CHANGE IN THESE LAWS AND THE PATTERN OF CHANGE AT THE STATE LEVEL. THE AUTHOR THEN INVESTIGATES THE CORRELATES OF LEGISLATIVE CHANGE FIRST, DETERMINANTS OF VARIATIONS IN COVERAGE UNDER THESE LAWS: SECOND, CORRELATES OF CONGRESSIONAL VOTING ON THE FAIR LABOR STANDARDS ACT: AND THIRD, THE RELATIONSHIP BETWEEN ECONOMIC CHANGES, UNIONIZATION, AND GROWTH OF SOCIAL REFORM. FINALLY, THEORETICAL AND HISTORICAL POSITIONS CONCERNING SOCIAL REFORM IN TWENTIETH CENTURY AMERICA ARE ASSESSED. (PORTIONS OF THIS DOCUMENT ARE NOT FULLY LEGIBLE)
NTIS: PB-273 926/6ST NTIS PRICES PC A99/MF A01

3153 A MODEST PROPOSAL FOR THE IMMEDIATE FUTURE 1976
WILLIAMS, W.W.
ARBITRATION-1976, PROCEEDINGS OF THE 29TH ANNUAL MEETING, NATIONAL ACADEMY OF ARBITRATORS, P. 34-45. BIBLIOG. 49
COLLECTIVE BARGAINING, DISCRIMINATION, INDUSTRIAL RELATIONS, UNIONS, WOMEN IN BUSINESS
THE QUESTION IS RAISED OF HOW, IF AT ALL, THE PROCEDURES FOR ARBITRATION OF EMPLOYMENT DISCRIMINATION CASES SHOULD BE ALTERED, AND SUGGESTIONS HAVE INCLUDED ALLOWING THE GRIEVANT HIS OR HER OWN ATTORNEY AND ARBITRATOR. ARBITRATOR SHOULD SET FORTH ALL ASPECTS OF THE ARBITRAL PROCESS FOR COURT PROCEEDING.
MGMT: NAA760P034

3154 MODULE ASSEMBLER (ELECTRONICS) 6-98.027--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 11P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), CUTTING SCORES, ELECTRONICS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, MODULE ASSEMBLER (ELECTRONICS)
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063414

3155 MOLDED-GOODS INSPECTOR-TRIMMER (RUBBER GOODS) 759.687--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. OCT 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, INSPECTION, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, INSPECTORS, MOLDED GOODS INSPECTOR TRIMMER, RUBBER GOODS, TRIMMERS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069630

3166 MONITORING TRENDS IN THE ENROLLMENT OF WOMEN IN AACSB SCHOOLS 1976
MAGILL, B.A.
AACSB BULLETIN, VOL.13, NO.1, OCT 1976, P. 17-21.
BUSINESS SCHOOLS, CAREER PATH, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, WOMEN, WOMEN IN BUSINESS
THE NUMBER OF WOMEN ENROLLED IN UNDERGRADUATE AND GRADUATE PROGRAMS IN BUSINESS HAS RISEN DRAMATICALLY IN THE PAST DECADE, IN RESPONSE TO THE CONSIDERABLE LEGAL, POLITICAL, AND SOCIAL PRESSURES EXERTED ON BUSINESSES AND SCHOOLS, BUT THE PROPORTION IS STILL TINY. A PROGRAM OF MONITORING BOTH ENROLLMENTS AND BUSINESS CAREER PATHS IS SUGGESTED, SINCE THE LATTER WILL DETERMINE WHETHER THE ENROLLMENT TREND CONTINUES.
MGMT: AA976J0017

3167 MONOTYPE-KEYBOARD OPERATOR (PRINT. AND PUB.: TYPE FOUND.) 650.582--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, CLERICAL WORKERS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, MONOTYPE KEYBOARD OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED062427

3168 MONTANA LABOR MOBILITY PROJECT-6716. FINAL REPORT. APR 69
MONTANA STATE EMPLOYMENT SERVICE, HELENA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 65P.
AMERICAN INDIANS, EMPLOYMENT SERVICES, JOB DEVELOPMENT, LABOR MARKET, MOBILITY, OCCUPATIONAL GUIDANCE, OCCUPATIONAL MOBILITY, POPULATION DISTRIBUTION, RECRUITMENT, RELOCATION, UNEMPLOYMENT, UNSKILLED LABOR, VOCATIONAL COUNSELING, COPPER MINERS, MONTANA
THE REPORT IS CONCERNED WITH THE THIRD LABOR MOBILITY PROJECT OF THE MONTANA STATE EMPLOYMENT SERVICE. AS IT HAD DONE PREVIOUSLY, THE PROJECT ORIGINALLY INTENDED UNDERTAKING RELOCATION OF UNEMPLOYED PERSONS REGISTERED WITH ES OFFICES THROUGHOUT THE STATE. HOWEVER, A LARGE LAYOFF OF COPPER MINERS IN THE STATE DURING THE SPRING OF 1968 MADE IT NECESSARY FOR THE PROJECT TO PAY IMMEDIATE ATTENTION TO THESE LAYED-OFF WORKERS, PROVIDING RELOCATION ASSISTANCE IN THE FORM OF COUNSELING, RECRUITING, AND JOB DEVELOPMENT. (NTIS)
ERIC: ED061920 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199 439, MF $1.45, PC $3.00)

3169 MOONLIGHTERS IN A TIGHT LABOR MARKET. SOME LEGAL AND SOCIAL VIEWS OF RECENT EXPERIENCE. FEB 67
COGHILL, MARY ANN
NOTES: 19P.
ANNOTATED BIBLIOGRAPHIES, EMPLOYEES, EMPLOYMENT PATTERNS, LABOR FORCE, LABOR LEGISLATION, LABOR MARKET, LEGAL PROBLEMS, PART TIME JOBS, SOCIAL FACTORS, SOCIAL VALUES, WAGES, WORK ATTITUDES, MULTIPLE JOB HOLDERS
THIS REPORT IS DIRECTED TOWARD THREE MAJOR QUESTIONS (1) HOW MANY MOONLIGHTERS ARE THERE AND DO THEY HOLD THEIR FIRST AND SECOND JOBS IN THE SAME INDUSTRIES AND OCCUPATIONS ECONOMISTS HAVE STUDIED THE TRENDS AND RELATIONSHIPS OF MOONLIGHTING AND UNEMPLOYMENT, HOURS OF WORK, AND WAGE LEVELS. (2) WHO ARE THE MOONLIGHTERS AND WHY DO THEY MOONLIGHT PSYCHOLOGISTS AND SOCIOLOGISTS HAVE ATTEMPTED TO IDENTIFY THE MOONLIGHTERS, DRAW THEIR PROFILE, AND DESCRIBE THEIR MOTIVATIONS. (3) IS MOONLIGHTING LEGAL WHAT DEGREE OF CONTROL DO MOONLIGHTERS HAVE OVER COMPETITIVE MOONLIGHTING ARBITRATORS HAVE SUSTAINED DISCHARGES AND DISCIPLINARY ACTIONS BY SOME EMPLOYERS, BUT UPHELD EMPLOYEE GRIEVANCES IN OTHER CASES. A STATISTICAL PROFILE OF MOONLIGHTERS MADE BY THE BUREAU OF LABOR STATISTICS FROM A SURVEY MADE IN 1965 REPORTS THAT A TOTAL OF 3.7 MILLION PERSONS WERE HOLDING MORE THAN ONE JOB. THESE MULTIPLE JOB HOLDERS MADE UP 5.2 PERCENT OF ALL EMPLOYED WORKERS. (CH)
AIM/ARM: VT006331

3170 MORE JOBS DONT MEAN LESS UNEMPLOYMENT 1977
WILDSTROM, S.H.
BUSINESS WEEK, NO.2488, JUNE 20, 1977, P. 29.
ECONOMIC TRENDS, ECONOMICS, HUMAN RESOURCE DEVELOPMENT, LABOR FORCE, UNEMPLOYMENT, WOMEN
DESPITE NEAR-RECORD GETTING NUMBERS OF JOBS THE UNEMPLOYMENT RATE REMAINS HIGH BECAUSE OF RECORD NUMBERS, ESPECIALLY WOMEN, ENTERING THE LABOR MARKET.
MGMT: BWE77F2029

3171 MORE PEACE-MORE CONFLICT 1975
KERR, C.
PROCEEDINGS OF NATIONAL ACADEMY OF ARBITRATORS, APRIL-MAY 1975, P. 8-15.
ARBITRATION, COLLECTIVE BARGAINING, GOVERNMENT INTERVENTION, GOVERNMENT REGULATION, INDUSTRIAL RELATIONS, INFLATION, PRODUCTIVITY, UNEMPLOYMENT, UNIONS, WAGES
INDUSTRIAL RELATIONS IS IMPORTANT TO THE CORE OF AMERICAN SOCIETY. WORKER SATISFACTION WITH JOBS IS HIGH AND STILL RISING AND MECHANISMS FOR DISPUTE SETTLEMENT ARE MUCH IMPROVED. THERE ARE MANY MORE COMPETENT ARBITRATORS AND MEDIATORS. IN TIMES TO COME EQUALITY WILL BE A VERY GREAT ISSUE BOTH INSIDE AND OUTSIDE COLLECTIVE BARGAINING AGREEMENTS. SOME DIRECTIONS OF CHANGE ARE EXAMINED.
MGMT: NAA7500008

3172 MORE WOMEN MOVE INTO THE BOARDROOM 1976
BUSINESS WEEK, NO.2421, MARCH 1, 1976, P. 26.
BOARD OF DIRECTORS, CAREER DEVELOPMENT, CORPORATE BEHAVIOR, CORPORATE RESPONSIBILITY, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, WOMEN IN BUSINESS
WOMEN APPOINTED TO CORPORATE BOARDS OF DIRECTORS OF U.S. MAJOR CORPORATIONS NOW NUMBER TWO HUNDRED AND TWO, OVER 3/4 OF WHOM COME FROM THE NON CORPORATE WORLD. MARTHA WALLACE OF THE HENRY LUCE FOUNDATION AND CATHERINE CLEARY OF FIRST WISCONSIN TRUST CO. EACH HOLD SIX DIRECTORSHIPS.
MGMT: BWE76C0126

3173 THE MOTHER WHO WORKS OUTSIDE THE HOME. 75
OLDS, SALLY WENDKOS
CHILD STUDY ASSOCIATION OF AMERICA, INC., NEW YORK, N.Y.
NOTES: 79P.
CAREER CHOICE, CHILD CARE, DAY CARE SERVICES, EMOTIONALLY DISTURBED CHILDREN, FAMILY INCOME, FAMILY RELATIONSHIP, ONE PARENT FAMILY, WORKING PARENTS, WORKING WOMEN
ISSUES CONFRONTING THE WORKING MOTHER ARE EXPLORED, INCLUDING CHILD CARE, CAREER COUNSELING, FAMILY RELATIONSHIPS, THE ONE-PARENT FAMILY, AND THE TROUBLED CHILD. READERS ARE TOLD THAT THERE ARE ALMOST NO CONSTANT DIFFERENCES FOUND BETWEEN THE CHILDREN OF EMPLOYED AND NONEMPLOYED MOTHERS. CHILDREN DEVELOP BEST WHEN THE MOTHER HERSELF IS SATISFIED WITH WHAT SHE DOES, WHETHER SHES STAYING AT HOME OR WORKING. WORKING MOTHERS ARE ENCOURAGED NOT TO FEEL GUILTY ABOUT SPENDING LESS TIME WITH THEIR CHILDREN THAN THEIR STAY-AT-HOME COUNTERPARTS, WHETHER THEY NEED TO WORK OR NOT. QUALITY, RATHER THAN QUANTITY OF MATERNAL CHILD CARE IS STRESSED. TIPS ARE OFFERED TO HELP THE EMPLOYED MOTHER ORGANIZE HER LIFE MORE EASILY AND SATISFACTORILY. ADDITIONAL SOURCES OF HELP FOR WORKING MOTHERS SUCH AS AGENCIES, ORGANIZATIONS, AND BOOKS OF SPECIAL INTEREST ARE MENTIONED. (BRT)
ERIC: ED110179 CHILD STUDY PRESS, 50 MADISON AVENUE, NEW YORK, NEW YORK 10010 (PAPER, $1.50 PLUS $0.45 FOR POSTAGE AND SERVICE)

3174 MOTHERS EXPECTATIONS OF CHILD CARE MAY 77
AUERBACH-FINK, STEVANNE
YOUNG CHILDREN:32:4:12-21
DAY CARE SERVICES, WORKING WOMEN, CHILD CARE, INTERVIEWS, MOTHERS, PARENT ATTITUDES, CHILD REARING, PRESCHOOL EDUCATION, PARENT PARTICIPATION, CHILDHOOD NEEDS
COMMENTS ON INTERVIEWS WITH SEVERAL HUNDRED SAN FRANCISCO WORKING MOTHERS OF VARYING BACKGROUNDS ABOUT THE PROBLEMS OF CHILD CARE, INCLUDING CONCERN FOR THE CHILDS NEEDS, LOCATING SERVICES, LEARNING EXPERIENCES, SAFETY, NUTRITION, STAFF QUALITIES, AND PARENT PARTICIPATION. (BF/JH)
ERIC: EJ159260

3175 MOTHERS OF CHILDREN IN DAY CARE JUN 74
BELFER, MYRON L.
CHILD WELFARE:53:6:366-372
DAY CARE PROGRAMS, WORKING WOMEN, PARENT CHILD RELATIONSHIP, MOTHER ATTITUDES, FAMILY SCHOOL RELATIONSHIP, DAY CARE SERVICES, ROLE CONFLICT, PROGRAM DESCRIPTIONS
THE BENEFITS OF DAY CARE - BOTH TO THE CHILD WHO RECEIVES IT AND TO THE MOTHER WHO IS FREED BY IT - DEPENDS TO AN IMPORTANT DEGREE UPON HELPING THE MOTHER RESOLVE HER INTRAPSYCHIC CONFLICTS. THIS PAPER DESCRIBES A PROJECT DESIGNED TO MEET THE MOTHERS NEEDS IN THE DAY CARE SITUATION. (AUTHOR/CS)
ERIC: EJ098350

3176 MOTIVATE FOR PROFIT, A TWELVE-HOUR COURSE FOR MANAGEMENT AND SUPERVISORS BASED ON ALL OF THE LATEST RESEARCH AND STUDIES OF MOTIVATION. APR 67
BURBRINK, PAULINE W., COMP.
TEXAS UNIV., AUSTIN, INSTRUCTIONAL MATERIALS LAB.
NOTES: 97P.
TEACHING GUIDES, CURRICULUM GUIDES, DISTRIBUTIVE EDUCATION, SUPERVISORS, MOTIVATION, POST SECONDARY EDUCATION, ADULT VOCATIONAL EDUCATION
THIS MANUAL IS FOR TEACHER USE IN A COURSE DESIGNED TO GIVE SUPERVISORS AN UNDERSTANDING OF HUMAN MOTIVATION AND HOW TO USE IT WITH THEIR PERSONNEL. IT WAS DEVELOPED FOR ADULT EDUCATION BY THE RESEARCH DIRECTOR OF DISTRIBUTIVE EDUCATION FROM TRAINING MATERIALS USED IN TEACHING SUPERVISORY PERSONNEL OF MAJOR MARKETERS. SUBJECT MATTER UNITS ARE (1) MAN AND HIS WORK, (2) MOTIVES AND MOTIVATION, (3) JOB ATTITUDE FACTORS, (4) MOTIVATION TECHNIQUES, AND (5) MOTIVATION TECHNIQUES AT WORK--DEMONSTRATIONS. EACH IS OUTLINED AND CORRELATED WITH INSTRUCTIONAL SUGGESTIONS AND HANDOUT SHEETS. THE TEACHER SHOULD HAVE A DEGREE IN PSYCHOLOGY, MANAGEMENT, OR SUPERVISION. INFORMATION IS TO BE PRESENTED BY

(CONT.)
3176 LECTURE, BUT IT IS RECOMMENDED THAT SUPPLEMENTAL BOOKS, JOURNALS, AND TECHNICAL PUBLICATIONS BE USED AS REFERENCES. (MM)
AIM/ARM: VT003181 INSTRUCTIONAL MATERIALS LABORATORY, DISTRIBUTIVE EDUCATION DEPARTMENT, DIVISION OF EXTENSION, THE UNIVERSITY OF TEXAS, AUSTIN, TEXAS 78712 ($4.00).

3177 MOTIVATION AND THE DISADVANTAGED TRAINEE A MANUAL FOR INSTRUCTORS. 70
RADCLIFFE, DONALD V.;AND OTHERS
BUREAU OF ADULT, VOCATIONAL , AND TECHNICAL EDUCATION (DHEW/OE), WASHINGTON, D.C.
NOTES: 60P.
DISADVANTAGED ENVIRONMENT, EARLY EXPERIENCE, ECONOMICALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, INDIVIDUAL DEVELOPMENT, INDUSTRIAL TRAINING, INSTRUCTIONAL MATERIALS, JOB TRAINING, MOTIVATION, MOTIVATION TECHNIQUES, REINFORCEMENT, TEACHING METHODS, TRAINEES, TRAINING
CHAPTER ONE OF THIS MANUAL INCLUDES A DEFINITION OF DISADVANTAGEMENT, AND DISCUSSION OF IMPLICATIONS FOR MANPOWER REQUIREMENTS, DISTRIBUTION OF THE DISADVANTAGED, EMPLOYMENT CONDITIONS AND OUTLOOK, EARLY ENVIRONMENT, PREDOMINANT ACQUIRED CHARACTERISTICS, AND RESPONSE TO TRAINING. CHAPTER TWO DISCUSSES CONCEPTS OF MOTIVATION, INCLUDING DRIVES, INCENTIVES, THREAT, STRESS, AND REINFORCEMENT. CHAPTER THREE, TRAINEE MOTIVATION, DISCUSSES THE TRAINEE AND THE TRAINING ENVIRONMENT, BASIC MOTIVATORS, INCENTIVES AND RESPONSES, AND STIMULATING MOTIVATED ACTION. CHAPTER FOUR, INSTRUCTIONAL METHODS, TECHNIQUES, AND MATERIALS, CONSIDERS SELECTED INSTRUCTIONAL METHODS, SPECIAL TECHNIQUES, AND INSTRUCTIONAL MATERIALS. CHAPTER FIVE DISCUSSES MOTIVATION POTENTIALS, MOTIVATION IN EXPLORATORY TRAINING, MOTIVATION IN SKILL TRAINING, AND PRACTICAL EXAMPLES. CHAPTER SIX, OCCUPATIONAL GROWTH, INCLUDES DISCUSSIONS OF THE NEED FOR GROWTH THROUGH CONTINUING EDUCATION, STIMULATING DESIRE FOR GROWTH, REWARDS OF GROWTH, AND LIFE GOALS AS MOTIVATORS. REFERENCES AND A BIBLIOGRAPHY ARE INCLUDED. (JM)
ERIC: ED048405 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (GPO HE 5.237 37068, $.60)

3178 MOTIVATION OF DOMESTIC SEASONAL FARM WORKERS . VEGETABLE CROPS SERIES 127. 63
MACGILLIVRAY, JOHN H.
CALIFORNIA UNIV., DAVIS
NOTES: 12P.
AGRICULTURAL LABORERS, MIGRANT WORKERS, MOTIVATION, LABOR CONDITIONS, EMPLOYMENT PRACTICES, EMPLOYEE ATTITUDES, WORK ENVIRONMENT, WORK ATTITUDES, SURVEYS, FRESNO COUNTY, CALIFORNIA
OPINIONS WERE OBTAINED FROM 283 FARM WORKERS IN FRESNO COUNTY, CALIFORNIA REGARDING THE CHARACTERISTICS OF A GOOD PLACE TO WORK. OF THE 283 WORKERS, 223 WERE APPLICANTS AT EMPLOYMENT OFFICES. THE QUESTIONNAIRE ITEMS REQUIRED THE RESPONDENT TO RANK 12 ITEMS IN ORDER OF IMPORTANCE. A PREFERENCE RATING WAS CALCULATED FOR EACH ITEM. AMOUNT OF PAY WAS RATED MOST IMPORTANT BY LOCAL SINGLE, MIGRANT SINGLE, LOCAL FAMILY, AND MIGRANT FAMILY WORKERS. BOTH MIGRANT SINGLE AND FAMILY MEN RATED HOUSING HIGHLY. LENGTH OF WORK DAY WAS IMPORTANT. FAIRNESS WAS GIVEN A WIDE RANGE OF IMPORTANCE, BUT RATED FOURTH OVERALL. THE KIND OF WORK RATED FIFTH, BUT WAS RATED LOW BY MIGRANT SINGLES. THE SIXTH RATING WAS GIVEN TO FOREMAN INTEREST IN WORKERS. THE LENGTH OF EMPLOYMENT WAS OF MODERATE IMPORTANCE. GOOD FOOD, IF PROVIDED, WAS OF MOST IMPORTANCE TO MIGRANT SINGLES, BUT EIGHTH IN IMPORTANCE TO ALL GROUPS. WORKERS RATED AS NINTH THE FACTOR, FOREMAN GIVE DIRECTIONS TO PERFORM WORK. TRAVEL DISTANCE TO AND FROM TOWN WAS OF MORE IMPORTANCE TO LOCAL SINGLE AND FAMILY WORKERS, BUT TENTH OVERALL. INCENTIVE PAY WAS NOT GENERALLY UNDERSTOOD. FACILITIES TO USE SPARE TIME WERE OF LEAST IMPORTANCE. THERE WERE GOOD CORRELATIONS BETWEEN EMPLOYMENT OFFICE FIELDMEN AND WORKERS OPINIONS. THE QUESTIONNAIRE IS INCLUDED. (JM)
AIM/ARM: VT005328

3179 THE MOTIVATION TO WORK. SPECIAL SUPPLEMENT TO THE SELECTION OF TRAINEES UNDER MDTA. 66
INDIK, BERNARD P.
RUTGERS, THE STATE UNIV., NEW BRUNSWICK, N.J. INST. OF MANAGEMENT AND LABOR RELATIONS.
NOTES: 79P.
EMPLOYEES, INDIVIDUAL CHARACTERISTICS, MEASUREMENT TECHNIQUES, MOTIVATION, UNEMPLOYED, VOCATIONAL EDUCATION, WORK ATTITUDES, MDTA PROGRAMS
THE PURPOSE OF THIS STUDY WAS TO BUILD A SET OF MEASURES WHICH WOULD PROVIDE INSIGHT INTO PEOPLES MOTIVATION TO WORK. A SYSTEMATIC 10 PERCENT SAMPLE, 1,958 PERSONS, WAS DRAWN FROM THE REGISTERED POPULATION OF THE NEWARK EMPLOYMENT SERVICE IN LATE 1964. A SAMPLE OF 500 PERSONS, CLASSIFIED INTO EIGHT CATEGORIES ON THE BASIS OF A PREVIOUS MANPOWER AND DEVELOPMENT TRAINING ACT (MDTA) STUDY (VT 002 654), WAS INTERVIEWED BY USE OF SIX INSTRUMENTS DEVELOPED FOR THIS STUDY WHICH MEASURED (1) MOTIVE TO WORK, (2) EXPECTANCY TO WORK, (3) INCENTIVE TO WORK, (4) MOTIVE TO AVOID WORK, (5) EXPECTANCY TO AVOID WORK, AND (6) INCENTIVE TO AVOID WORK. SCORES FROM THE FIRST THREE INSTRUMENTS WERE MULTIPLIED TO FORM A MATHEMATICAL PRODUCT, MOTIVATION TO WORK, AND SCORES FROM THE SECOND THREE INSTRUMENTS WERE MULTIPLIED TO FORM A MATHEMATICAL PRODUCT, MOTIVATION TO AVOID WORK. THE DIFFERENCE BETWEEN THESE MATHEMATICAL PRODUCTS WAS RESIDUAL BEHAVIOR-POTENTIAL TO WORK. SOME FINDINGS WERE--(1) AMONG THOSE WHO HAD COMPLETED MDTA TRAINING, THERE WERE LOWER PROPORTIONS OF INDIVIDUALS WITH HIGH MOTIVE TO WORK AND HIGHER PROPORTIONS WITH HIGH MOTIVE TO AVOID WORK, (2) THE EMPLOYED TENDED TO SCORE RELATIVELY HIGH ON MOTIVE TO WORK AND EXPECTANCY TO WORK, AND LOW ON MOTIVE TO AVOID WORK, EXPECTANCY TO AVOID WORK, AND INCENTIVE TO AVOID WORK, AND RELATIVELY LOW ON INCENTIVE TO WORK. IT WAS CONCLUDED THAT THE BEHAVIOR-POTENTIAL TO WORK MEASURE DID SHOW

(CONT.)
3179 SIGNIFICANT RELATIONSHIPS, THOUGH OF SMALL SIZE, WITH THOSE VARIABLES WHICH COMMON SENSE SUGGESTS ARE RELATED TO MOTIVATION TO WORK, AND THAT POSITIVE AND NEGATIVE RELATIONSHIPS RAN IN THE EXPECTED DIRECTION. A SAMPLE INSTRUMENT AND A DESCRIPTION OF THE STUDY SAMPLE ARE INCLUDED. (EM)
ERIC: ED020316

3180 MOTIVATIONAL AND PERSONALITY FACTORS RELATED TO CAREER GOALS OF BLACK COLLEGE WOMEN. FINAL REPORT. 73
MEDNICK, MARTHA T.
HOWARD UNIV., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 135P.
CAREER CHOICE, GOAL ORIENTATION, HIGHER EDUCATION, NEGROES, OCCUPATIONAL ASPIRATION, PERSONALITY STUDIES, SURVEYS, WOMENS EDUCATION
THE MAJOR PURPOSE OF THIS STUDY WAS TO EXPLORE THE INNOVATIVENESS OF THE CAREER GOALS OF BLACK COLLEGE WOMEN AS RELATED TO SELECTED BACKGROUND, ATTITUDINAL, AND MOTIVATIONAL FACTORS. THE LEVEL OF CAREER ASPIRATIONS OF BLACK COLLEGE WOMEN WAS INVESTIGATED. LEVEL OF ASPIRATION WAS DEFINED AS THE EXTENT TO WHICH A CAREER CHOICE WAS NONTRADITIONAL FOR WOMEN. ALL 413 SUBJECTS OF THIS SURVEY WERE PAID VOLUNTEERS. THE LEVEL OF ASPIRATION WAS FOUND TO BE UNRELATED TO ACHIEVEMENT RELATED MOTIVATION. INNOVATORS AND TRADITIONALS WERE SIMILAR IN THEIR SEX ROLE ATTITUDES: THEY PLANNED TO COMBINE FAMILY AND CAREER GOALS IN A TWO-ROLE MODEL. INNOVATIVE WOMEN PERCEIVED THEIR CAREERS IN TERMS OF SELF-FULFILLMENT. QUESTIONNAIRE AND FANTASY MEASURES WERE USED. APPENDICES INCLUDE THE METHOD OF PROCEDURE, LIST OF MAJOR FIELDS AND OCCUPATIONAL ASPIRATIONS, THE SURVEY INSTRUMENT AND REFERENCES. (AUTHOR/PG)
ERIC: ED081409

3181 MOTIVATIONAL ASPECTS OF JOB ENRICHMENT 1976
MILLER, J.
MANAGEMENT INTERNATIONAL REVIEW, VOL.16, NO.2, FEB 1976, P. 37-46. BIBLIOG. 28
BEHAVIORAL SCIENCE, CAREER DEVELOPMENT, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL PSYCHOLOGY, INDUSTRIAL RELATIONS, JOB ANALYSIS, JOB ENRICHMENT, JOB PERFORMANCE, JOB SATISFACTION, MANAGEMENT, MODELING, MOTIVATION, MOTIVATION RESEARCH, PRODUCTIVITY, PROMOTION, WORKING CONDITIONS
PRESENTS A PLEA FOR BURYING THE MASLOW-HERZBERG MODELS OF MOTIVATION THEORY AND PRACTICE. MASLOWS NEED HIERARCHY IS CRITICALLY REVIEWED. A MODEL OF SEQUENTIAL CAREER STAGES IS PRESENTED AND THE PROCESS OF CAREER DEVELOPMENT IS DISCUSSED. EXPECTANCY THEORY AND VARIOUS EXPECTANCY MODEL ARE CRITICALLY ANALYZED.
MGMT: MIR7630037

3182 MOTIVATIONAL CONFLICT AND EMPLOYMENT INSTABILITY A RESEARCH STUDY. VOL. II, NO. 15. DISCUSSION PAPERS.
LAWLIS, G. FRANK
ARKANSAS UNIV., FAYETTEVILLE. REHABILITATION RESEARCH AND TRAINING CENTER.
NOTES: 26P.
COMPARATIVE ANALYSIS, UNEMPLOYED, MATCHED GROUPS, VOCATIONAL EDUCATION, SELF CONCEPT, PERSONALITY STUDIES, MOTIVATION, EMPLOYMENT PATTERNS
TO BETTER SELECT CONDITIONS WHICH WOULD ENABLE THE CHRONICALLY UNEMPLOYED PERSON TO MAINTAIN A SUCCESSFUL WORK PATTERN, A COMPARISON WAS MADE BETWEEN A GROUP OF CHRONICALLY UNEMPLOYED MALES AND A MATCHING GROUP OF EMPLOYED MALES. INSTRUMENTS USED TO MEASURE MOTIVATION, PERSONALITY TRAITS, AND SELF-CONCEPTS OF THE TWO GROUPS INCLUDED THE MOTIVATIONAL ANALYSIS TEST AND THE SIXTEEN PERSONALITY FACTORS. ANALYSIS OF THE DATA WAS FACILITATED BY THE USE OF MATCHED PAIRS, THE T-TEST, POST-HOC TESTS, AND CORRELATIONS. FINDINGS BASED ON THE GATHERED DATA INDICATE THAT CHRONICALLY UNEMPLOYED SUBJECTS HAVE LESS SELF-SENTIMENT, GREATER CAREER CONFLICT, LOWER PERSONALITY INTEGRATION, AND HIGHER TOTAL CONFLICT, AND ARE LESS ASSERTIVE AND MORE SELF-DEPRECIATIVE AND SELF-RESTRICTIVE THAN THE MATCHED EMPLOYED SUBJECTS AS WAS HYPOTHESIZED. (AUTHOR/JS)
AIM/ARM: VT011769

3183 MOTIVATIONAL ENGINEERING FOR PILOT TRAINING. 69
HERZBERG, FREDERICK I.;AND OTHERS
CASE WESTERN RESERVE UNIV., CLEVELAND, OHIO. CLEVELAND COLL.
NOTES: 51P.
AIRCRAFT PILOTS, CRITICAL INCIDENTS METHOD, EMPLOYMENT, FLIGHT TRAINING, INDUSTRIAL TRAINING, INDUSTRY, INTERVIEWS, MILITARY TRAINING, RESEARCH, RESPONSIBILITY, STUDENT ATTITUDES, STUDENT MOTIVATION, UNITED STATES AIR FORCE
THE STUDY WAS AN INVESTIGATION OF STUDENT PILOT MOTIVATION FOR, AND TOWARD, THE AIR TRAINING COMMANDS UNDERGRADUATE PILOT TRAINING (UPT) PROGRAM. THE MOTIVATION HYGIENE APPROACH WAS USED TO IDENTIFY THE MOTIVATIONAL FACTORS OPERATING IN THE UPT PROGRAM SYSTEMATICALLY. THIS APPROACH HAS BEEN USED EXTENSIVELY IN INDUSTRY AND WITH SUCCESS IN A NON-TRAINING MILITARY SITUATION. THE PURPOSES OF THE STUDY WERE TO EMPLOY MOTIVATION-HYGIENE THEORY AND CRITICAL INCIDENT INTERVIEW METHODOLOGY FOR INVESTIGATION AND MOTIVATION IN A MILITARY TRAINING SITUATION, SPECIFICALLY, UNDERGRADUATE PILOT TRAINING; AND TO COMPARE THE FINDINGS FROM THE UNDERGRADUATE PILOT TRAINEE SAMPLE WITH ANOTHER AIR FORCE SAMPLE AND SAMPLES FROM INDUSTRIAL ORGANIZATIONS. ACHIEVEMENT WAS THE FACTOR WHICH APPEARED MOST FREQUENTLY: IT WAS MENTIONED IN 74 OF THE 90 SATISFYING INCIDENTS AND 45 OF THE 87 DISSATISFYING ONES. THE RELATIVELY LOW APPEARANCE OF TWO OTHER FACTORS, RESPONSIBILITY AND WORK ITSELF, DIFFERS FROM PREVIOUS INDUSTRIAL AND AIR

(CONT.)
3183 FORCE SAMPLES. (AUTHOR/NL)
ERIC: ED040348 CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, SPRINGFIELD, VA. 22151 (AD-702-123, MF $0.65, HC $3.00)

3184 MOUNTER (ELECTRONICS) I 726.887--DEVELOPMENT OF USES APTITUDE TEST BATTERY. JAN 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, ASSEMBLY (MANUFACTURING), ELECTRICAL OCCUPATIONS, ELECTRONIC TECHNICIANS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, ELECTRONICS MOUNTER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERIRY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED059287

3185 MOUNTER, COLOR FILM (ANY IND.) 976.885--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 59
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CLERICAL WORKERS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, FILM MOUNTER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062425

3186 MOVE IN AND MOVE UP. 70
BUTLER, E. A.
NOTES: 184P.
BUSINESS, CAREER CHANGE, CAREER PLANNING, FAILURE FACTORS, JOB APPLICANTS, JOB SATISFACTION, OCCUPATIONAL MOBILITY, SUCCESS FACTORS, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT, WORK EXPERIENCE
A MANS WORK SHAPES HIM FAR MORE PROFOUNDLY THAN ANY OTHER SINGLE INFLUENCE IN HIS LIFE. THERE ARE MANY WAYS IN WHICH A PERSON CAN FIND HIMSELF IN THE WRONG JOB, BUT TIME, THOUGHT, AND ACTION INVESTED BEFORE ACCEPTING A POSITION CAN HELP THE JOB SEEKER AVOID MANY OF THE COMMON ERRORS. THE INTRODUCTORY LETTER AND RESUME CAN MAKE OR BREAK A CAREER. BEYOND THAT POINT, SUCCESS IN THE BUSINESS WORLD CAN DEPEND ON BEING ABLE TO ANTICIPATE CHANGE AND MOVE AGAINST THE TIDE. BE AWARE THAT THERE ARE MANY CAREER MISTAKES WHICH CAN BE MADE AND BUSINESS MYTHS THAT CAN BE DESTRUCTIVE. THE ROLE OF PSYCHOLOGICAL TESTING IN FINDING THE RIGHT JOB IS SIGNIFICANT, BUT NOT NECESSARILY ABSOLUTE. CERTAIN BASIC QUESTIONS RELATING TO A PERSONS JOB SHOULD BE ASKED PERIODICALLY AND THE ANSWERS EVALUATED CAREFULLY. THE DESIRE TO ACHIEVE CAN MEAN THE DIFFERENCE BETWEEN BECOMING AN EXECUTIVE AND EXISTING FOREVER IN THE MIDDLE RANKS. THE AUTHOR, IN DISCUSSING THESE CONCEPTS AND ILLUSTRATING THEM WITH NUMEROUS CASE EXAMPLES, ATTEMPTS TO IDENTIFY THE KIND OF SUCCESS NECESSARY FOR PERSONAL SATISFACTION. (AG)
ERIC: ED091533 MACMILLAN PUBLISHING CO., INC., 866 THIRD AVENUE, NEW YORK, NEW YORK 10022 ($5.95)

3187 A MOVING PICTURE OF THE MIDDLE YEARS MAY 73
LARKIN, TIMOTHY
MANPOWER;5;5;9-13
MIDDLE AGED, CAREER CHANGE, LABOR TURNOVER, EMPLOYMENT EXPERIENCE, MALES, WORK ATTITUDES, SALARY DIFFERENTIALS
STUDY TRACES LABOR MARKET EXPERIENCES OF GROUP OF MEN OVER A 5-YEAR SPAN. (EDITOR)
ERIC: EJ081783

3188 MOVING TO WATER DOWN HUMPHREY-HAWKINS 1976
BUSINESS WEEK, NO.2436, JUNE 14, 1976, P. 25-26.
CONGRESS, ECONOMIC THEORY, ECONOMICS, INDUSTRIAL RELATIONS, INFLATION, JOB DEVELOPMENT, LABOR MARKET, LABOR RELATIONS, LEGISLATION, PRICE STRUCTURE, UNEMPLOYMENT, WAGES
THE HUMPHREY-HAWKINS BILL MAY BECOME NO MORE THAN A GENERAL COMMITMENT TO FULL EMPLOYMENT AND DETAILED PROGRAMS LEFT TO FUTURE LEGISLATION. JOB PROGRAMS AIMED AT CHRONIC HIGH UNEMPLOYMENT COULD AVOID DEPENDENCE ON MONETARY AND FISCAL STIMULUS.
MGMT: BWE76F1425

3189 MOVING UP BY MANAGING THE PRODUCTION LINE 1977
BUSINESS WEEK, NO.2487, JUNE 13, 1977, P. 92F-92L.
CAREER DEVELOPMENT, MANAGEMENT, PRODUCTION, PROMOTION, WOMEN, WOMEN IN BUSINESS
EXAMINES THE INCREASED INTEREST IN PRODUCTION JOBS BY WOMEN WHO ARE REALIZING THAT THOSE ARE THE JOBS LEADING TO THE TOP.
MGMT: BWE77F1392-3

3190 MOVING UP DOWN ON THE FARM MAY 73
MARSHALL, PATRICIA
MANPOWER;5;5;2-8
AGRICULTURAL LABORERS, FARM OCCUPATIONS, JOB ANALYSIS, CAREER LADDERS, FARM MANAGEMENT, MANPOWER DEVELOPMENT, FARM LABOR SUPPLY, AGRICULTURAL ENGINEERING
RESEARCHERS EXPLORE WAYS TO BUILD JOB LADDERS FOR AGRICULTURAL WORKERS. (EDITOR)
ERIC: EJ081123

3191 MOVING WOMEN UP. A CATALYST OCCASIONAL PAPER. 74
CATALYST, NEW YORK, N. Y.
NOTES: 18P.
ADMINISTRATIVE CHANGE, ADMINISTRATIVE PERSONNEL, ADMINISTRATIVE PRINCIPLES, CONFLICT RESOLUTION, EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT PRACTICES, EQUAL OPPORTUNITIES (JOBS), FEMALES, MALES, MANAGERIAL OCCUPATIONS, ORGANIZATIONAL CLIMATE, ORGANIZATIONAL DEVELOPMENT, SEX (CHARACTERISTICS), SEX DISCRIMINATION, WORK ATTITUDES, WORKING WOMEN
POWERFUL PRESSURES ARE COMPELLING COMPANY OFFICERS AND MANAGERS TO TAKE A LONG, CAREFUL AND OBJECTIVE LOOK AT THEIR WOMEN EMPLOYEES. THE EFFECTS OF LEGISLATION AND LEGAL ACTION, THE PERCEPTION OF WHAT IS RIGHT AND FAIR, AND CORPORATE CONCERN WITH PROFIT AND PUBLIC IMAGE ARE AMONG THE FACTORS THAT ARE FOSTERING EMPLOYER INTEREST IN THE CRITICAL ISSUE OF MOVING WOMEN UP. WHEN WOMEN ARE OFFERED AN OPPORTUNITY TO MOVE UP, SOME FEEL AMBIVALENT, WHILE SOME MEN FACE CONFLICTS. INNER CONFLICT EXISTS BECAUSE IN OUR CULTURE BOTH MEN AND WOMEN ARE CAUGHT UP IN A DILEMMA BRED OF OLD ASSUMPTIONS THAT MEN ARE MOST CAPABLE OF LEADERSHIP, COMPETITIVENESS, OBJECTIVITY, RATIONALITY, AND EMOTIONAL CONTROL-QUALITIES DEEMED NECESSARY FOR THE MANAGEMENT ROLE. COUNTER PRODUCTIVITY OF SOME COMPANIES HAS BEEN PERPETUATED THROUGH THEIR PRACTICES, POLICIES, AND ASSUMPTIONS ABOUT WOMEN. HISTORY DEMONSTRATES THAT CHANGES IN BEHAVIOR CAN BRING ABOUT CHANGE IN ATTITUDES, PARTICULARLY WHERE DISCRIMINATION OF ANY TYPE IS CONCERNED. AN IMPROVED CLIMATE FOR INCREASED PRODUCTIVITY OF WOMEN IS NOW BEING LOOKED AT. POSITIVE STATEMENTS CAN SET THE TONE FOR CONSTRUCTIVE STEPS TO MOVE WOMEN UP. (SPECIFIC PRACTICES AND PROGRAMS ARE LISTED THAT ARE DESIGNED TO BRING ABOUT CHANGES TOWARD THE GOAL OF FULL UTILIZATION OF COMPETENT PERSONS.) (WL)
ERIC: ED128607 CATALYST, 14 E. 60TH STREET, NEW YORK, N. Y. 10022 ($1.25)

3192 A MULTI-LEVEL COHERENCE MODEL FOR EEO PLANNING 8 OCT 76
CHARNES, A.;COOPER, W. W.;LEWIS, K. A.;NIEHAUS, R. J.
TEXAS UNIV AT AUSTIN CENTER FOR CYBERNETIC STUDIES
CONTRACT NO. N00014-75-C-0616;N00014-75-C-0569
NOTES: RESEARCH REPT. 34P
MANPOWER UTILIZATION, EQUAL EMPLOYMENT OPPORTUNITIES, WOMEN, NTISDODXA
THIS IS THE 2ND OF 2 GENERAL CLASSES OF MODELS FOR GUIDING EEO PLANNING IN THE U.S. NAVYS CIVILIAN WORKFORCE. THE FIRST, MODEL--FEEO (FLEXIBLE EQUAL EMPLOYMENT OPPORTUNITY)--PROVIDES OVERALL GUIDANCE FOR SUCH PLANS; THE PRESENT ONE--THE COHERENCE MODEL--IS DESIGNED FOR MORE DETAILED APPLICATION IN WAYS WHICH TIE INTO FEEO. TOGETHER THEY PROVIDE A MULTI-LEVEL APPROACH. BOTH MODELS USE A GOAL PROGRAMMING APPROACH WITH EMBEDDED MARKOV PROCESSES. THE COHERENCE MODEL EMBODIES A NEW USAGE OF PIECE-WISE LINEAR GOAL FUNCTIONALS WITH ARTIFACT GOALS TO APPROXIMATE THE TRANSITION RELATIONS OF THE MARKOV PROCESSES. OTHER CONSTRAINTS OR OBJECTIVES CAN BE TREATED IN THIS MANNER TO OBTAIN A DISTRIBUTION FORMAT WITH A NONLINEAR FUNCTIONAL (WITH LINEAR EQUIVALENT) FOR WHICH AVAILABLE CURRENT ALGORITHMS GUARANTEE INTEGER SOLUTIONS. THE MATHEMATICAL DEVELOPMENT NEEDED TO ACHIEVE THIS REDUCTION IS PROVIDED ALONG WITH A NUMERICAL (TWO-PERIOD) EXAMPLE WHICH ILLUSTRATES THE DYNAMIC (MULTI-PERIOD) ASPECTS THAT NEED TO BE CONSIDERED IN SUCH PLANS. SINCE THE METHODS ARE GENERAL, OTHER APPLICATIONS OF THIS MODEL TO AREAS LIKE PERSONNEL PROMOTION PLANNING, ETC., ARE ALSO NOTED.
NTIS: AD-A042 553/8ST NTIS PRICES PC A03/MF A01

3193 MULTI-MOULDING UNIT OPERATOR (DENTAL EQUIP.) 712.884; HEATER OPERATOR (DENTAL EQUIP.) 712.884--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. JUN 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 18P.
APTITUDE TESTS, CUTTING SCORES, EQUIPMENT MANUFACTURERS, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, DENTAL EQUIPMENT, GATB, GENERAL APTITUDE TEST BATTERY, HEATER OPERATOR, MULTI MOULDING UNIT OPERATOR

(CONT.)
3193 THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED068549

3194 THE MULTI-TROUBLED JOBSEEKER THE CASE OF THE JOBLESS WORKER WITH A CONVULSIVE DISORDER. A SUMMARY EVALUATION. JAN 69
FRANK, DONALD S.:JOHNAKIN, CHARLES R.
EPILEPSY FOUNDATION OF AMERICA, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 35P.
ADULT VOCATIONAL EDUCATION, CULTURALLY DISADVANTAGED, DEMONSTRATION PROJECTS, EPILEPSY, JOB PLACEMENT, MANPOWER DEVELOPMENT, NEUROLOGICALLY HANDICAPPED, OCCUPATIONAL GUIDANCE, UNEMPLOYED, VOCATIONAL REHABILITATION, THREE CITIES EMPLOYMENT TRAINING PROGRAM
THIS DEMONSTRATION PROJECT REPRESENTS A PIONEER EFFORT IN DEALING WITH THE JOBLESSNESS SITUATION OF WORKERS WITH CONVULSIVE DISORDERS. PROVIDING 1,200 JOBSEEKERS WITH VOCATIONAL COUNSELING, INDIVIDUAL JOB DEVELOPMENT, TRAINING, AND PLACEMENT, THE PROGRAM SHOWED THAT UNDER GOOD ECONOMIC CONDITIONS A SYSTEMATIC APPROACH CAN AVOID NEEDLESS FRAGMENTATION OF THE DEPRIVED AND DISABLED INDIVIDUALS JOB PROBLEM. IT ALSO PROVED THAT THE JOBSEEKER WITH EPILEPSY USUALLY CAN BE BENEFITED BY THE AGGRESSIVE, YET EMPATHETIC REDIRECTION PROVIDED BY THIS PROJECT. IN SPITE OF VARIOUS SOCIAL, ECONOMIC, AND PSYCHOLOGICAL PROBLEMS IN ADDITION TO EPILEPSY, 70 PERCENT OF THE JOBSEEKERS WERE PLACED IN EMPLOYMENT OR JOB TRAINING. (BH)
ERIC: ED041999

3195 MULTIPLE JOBHOLDERS IN MAY 1975 SPECIAL LABOR FORCE REPORT NO. 182. NOV 75
MICHELOTTI, KOPP
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 24P.: NOT AVAILABLE IN HARD COPY DUE TO SMALLNESS OF TYPE: FOR EARLIER REPORTS SEE ED 098 395, 099 676, AND 114 651
EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, LABOR FORCE, MULTIPLE EMPLOYMENT, NATIONAL SURVEYS, TABLES (DATA)
THE DOCUMENT REPORTS FINDINGS FROM A MULTIPLE JOBHOLDER SURVEY. ABOUT 3.9 MILLION WORKERS (4.7% OF ALL EMPLOYED PERSONS) HELD TWO OR MORE JOBS IN MAY 1975. THE MULTIPLE JOBHOLDING RATE FOR MEN (5.8%) WAS HIGHER THAN THE RATE FOR WOMEN (2.9%). OVER HALF OF THE MOONLIGHTERS HELD TWO NONAGRICULTURAL WAGE OR SALARY JOBS. THE INCIDENCE OF MULTIPLE JOBHOLDING VARIED ACCORDING TO AGE, SEX, AND MARITAL STATUS. THE NUMBER OF FEMALE MULTIPLE JOBHOLDERS INCREASED DURING 1970-75 IN INDUSTRY AND OCCUPATION OF PRIMARY JOB. MULTIPLE JOBHOLDING RATES FOR MALE TEACHERS BELOW THE COLLEGE LEVEL WAS HIGHER THAN FOR ANY OTHER MALE OCCUPATION (16%). THE LARGER PROPORTION OF MALE MOONLIGHTERS HAD SECOND JOBS AS FARMERS OR PROFESSIONALS (17% EACH). AGRICULTURE PLAYS A MUCH LARGER ROLE IN MULTIPLE JOBHOLDING THAN IN THE GENERAL LABOR MARKET. A REVIEW OF THE KINDS OF SECONDARY JOBS HELD BY MOONLIGHTERS AS RELATED TO THE JOB DESIRES OF THE UNEMPLOYED SUGGESTS THAT VERY FEW OF THE UNEMPLOYED WOULD TAKE THE JOBS HELD BY MOONLIGHTERS. ABOUT 35% OF MULTIPLE JOBHOLDERS HELD SECOND JOBS TO MEET REGULAR EXPENSES (ONE-HALF OF BLACK MOONLIGHTERS AND ONE-THIRD OF WHITE MOONLIGHTERS). DEFINITIONS OF BASIC LABOR FORCE CONCEPTS ARE GIVEN. SUPPLEMENTARY TABLES SUPPORT THE ANALYSIS. (AUTHOR/EC)
ERIC: ED120407

3196 MULTIPLE JOBHOLDERS IN 1975 SUMMARY, SPECIAL LABOR FORCE REPORT. JUL 75
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 7P.: FOR 1972-73 REPORT, SEE ED 098 395: FOR 1974 REPORT, SEE ED 099 676
AGRICULTURAL LABORERS, CENSUS FIGURES, EMPLOYMENT, EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, GOVERNMENT EMPLOYEES, JOBS, LABOR FORCE, LABOR SUPPLY, MULTIPLE EMPLOYMENT, NATIONAL SURVEYS, RACIAL COMPOSITION, SEASONAL EMPLOYMENT, STATISTICAL DATA, TABLES (DATA), TEACHER EMPLOYMENT, WORKING WOMEN
THE DOCUMENT REPORTS FINDINGS FROM THE LATEST SURVEY OF MULTIPLE JOBHOLDERS 16 YEARS OLD AND OVER. ABOUT 3.9 MILLION WORKERS HELD TWO OR MORE JOBS IN MAY 1975. THIS ACCOUNTED FOR 4.7 PERCENT OF ALL EMPLOYED PERSONS. THE MULTIPLE JOBHOLDING RATE FOR MEN WAS 5.8 PERCENT AND 2.9 PERCENT FOR WOMEN. THE RATE WAS ALSO HIGHER FOR WHITES THAN BLACKS. THE PROPORTION OF MULTIPLE JOBHOLDERS WHO ARE WOMEN INCREASED FROM 16 PERCENT IN 1970 TO 24 PERCENT IN 1975. ABOUT 23 PERCENT (900,000) OF ALL MOONLIGHTERS HAD AT LEAST ONE JOB IN AGRICULTURE. THE MULTIPLE JOBHOLDING RATE FOR WORKERS WHOSE PRIMARY JOBS WERE IN AGRICULTURE (7 PERCENT) CONTINUED TO BE HIGHER THAN FOR THOSE IN NONAGRICULTURAL INDUSTRIES (4.6 PERCENT). MEN WHOSE PRIMARY JOBS WERE AS TEACHERS BELOW THE COLLEGE LEVEL HAD THE HIGHEST MOONLIGHTING RATE (16 PERCENT). BY INDUSTRY, MEN WHOSE MAIN JOBS WERE IN PUBLIC ADMINISTRATION IN STATE AND LOCAL GOVERNMENTS, AND IN EDUCATIONAL SERVICES HAD THE HIGHEST RATES (12 PERCENT). THE PROPORTION OF MULTIPLE JOBHOLDERS

(CONT.)
3196 HOLDING SECOND JOBS TO MEET REGULAR EXPENSES (35 PERCENT) WAS SLIGHTLY HIGHER THAN A YEAR EARLIER (32 PERCENT). THE NEXT HIGHER PROPORTION OF MULTIPLE JOBHOLDERS MOONLIGHTED MAINLY BECAUSE THEY ENJOYED THE WORK (18 PERCENT). FIVE TABLES SUPPORT THE DATA ANALYSIS. (AUTHOR/EC)
ERIC: ED114651

3197 MULTIPLE JOBHOLDERS, MAY 1974. SPECIAL LABOR FORCE REPORT. SEP 74
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 5P.; FOR THE MAY 1973 REPORT, SEE ED 085 576; TABLES MAY NOT REPRODUCE CLEARLY
AGRICULTURAL LABORERS, EMPLOYMENT, EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, JOBS, LABOR FORCE, LABOR SUPPLY, MULTIPLE EMPLOYMENT, OCCUPATIONAL INFORMATION, RACIAL DIFFERENCES, SEASONAL EMPLOYMENT, SERVICE WORKERS, STATISTICAL DATA, TABLES (DATA), TEACHER EMPLOYMENT
THE YEARS 1972 AND 1974 HAD THE LOWEST MULTIPLE JOBHOLDING RATES IN A DECADE. ABOUT 3.9 MILLION AMERICAN WORKERS (4.5 PERCENT OF ALL EMPLOYED PERSONS) HELD TWO OR MORE JOBS AT THE SAME TIME IN MAY 1974. ABOUT 22 PERCENT OF ALL MOONLIGHTERS HAD AT LEAST ONE AGRICULTURAL JOB. THE DECREASE IN MOONLIGHTING WAS PRIMARILY DUE TO THE SHARPLY LOWER MULTIPLE JOBHOLDING RATE FOR MEN, ESPECIALLY THOSE IN PRIME WORKING AGES, AND MARRIED MEN. THE DECLINE IN MULTIPLE JOBHOLDING AMONG MEN WAS WIDESPREAD BY OCCUPATION AND INDUSTRY. MEN WHOSE PRIMARY JOBS WERE AS TEACHERS BELOW THE COLLEGE LEVEL OR AS PROTECTIVE SERVICE WORKERS HAD, AS USUAL, THE HIGHEST MOONLIGHTING RATES, 17 AND 11 PERCENT, RESPECTIVELY. BY INDUSTRY, MEN WHOSE MAIN JOBS WERE IN EDUCATIONAL SERVICES AND IN PUBLIC ADMINISTRATION IN STATE AND LOCAL GOVERNMENTS HAD THE HIGHEST RATES, 12 PERCENT EACH, REFLECTING THE HIGH RATES FOR TEACHERS AND PROTECTIVE SERVICE WORKERS, SUCH AS POLICE AND FIREWORKERS. FOUR TABLES SUPPORT THE DATA ANALYSIS. (AUTHOR/MW)
ERIC: ED099676

3198 MULTIPLE JOBHOLDING IN 1972 AND 1973. SPECIAL LABOR FORCE REPORT NO. 166. 74
MICHELOTTI, KOPP
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.XRENT(
NOTES: 32P.; THE INFORMATION IN THIS DOCUMENT WAS SUMMARIZED IN A PREVIOUS DOCUMENT AVAILABLE AS ED 085 576; THE TABLES ARE IN VERY SMALL TYPE AND MAY NOT REPRODUCE WELL
EMPLOYMENT, EMPLOYMENT PATTERNS, EMPLOYMENT STATISTICS, JOBS, LABOR FORCE, LABOR SUPPLY, MULTIPLE EMPLOYMENT, OCCUPATIONAL SURVEYS, RACIAL DIFFERENCES, SEASONAL EMPLOYMENT, SEX DIFFERENCES, TABLES (DATA)
NEARLY 4.3 MILLION WORKERS HELD TWO JOBS OR MORE AT THE SAME TIME IN MAY 1973, REPRESENTING 5.1 PERCENT OF EMPLOYED PERSONS. AFTER A 1972 DECLINE, 1973 SAW AN INCREASE OF 500,000 MORE MOONLIGHTERS. FOUR-FIFTHS OF ALL MOONLIGHTERS WERE MEN. THE DIFFERENCE BETWEEN THE MULTIPLE JOB-HOLDING RATES OF NEGRO AND OF WHITE WORKERS WAS NOT STATISTICALLY SIGNIFICANT. MEN WHOSE PRIMARY JOBS WERE AS TEACHERS BELOW THE COLLEGE LEVEL OR AS PROTECTIVE SERVICE WORKERS HAD THE HIGHEST MOONLIGHTING RATES. MEN WHO WERE POSTAL WORKERS ON THEIR FIRST JOBS ALSO HAD A HIGH MULTIPLE JOB-HOLDING RATE. MOST MALE MULTIPLE JOBHOLDERS HELD A FULL-TIME JOB WHILE WORKING AT A SECOND JOB, BUT FEMALE MOONLIGHTERS WERE ABOUT EQUALLY DIVIDED BETWEEN THOSE WHO HAD TWO PART-TIME JOBS AND THOSE WHO HAD A FULL-TIME AND A PART-TIME JOB. A MAJOR PART OF THE DOCUMENT IS DEVOTED TO SUPPLEMENTARY TABLES. (MW)
ERIC: ED098395

3199 MULTIPLE JOBHOLDING RATE REMAINED UNCHANGED IN 1976 1977
MICHELOTTI, K.
(U.S.) MONTHLY LABOR REVIEW, VOL.100, NO.6, JUNE 1977, P. 44-48. BIBLIOG. 1
ECONOMICS, LABOR FORCE, MOONLIGHTING
MULTIPLE JOBHOLDERS COMPRISED 4.5% OF THE LABOR FORCE IN MAY 1976 WITH TWICE AS MANY MEN MOONLIGHTING AS WOMEN. MOONLIGHTERS WORK TO PAY OFF DEBTS, MEET REGULAR EXPENSES, ENJOYMENT, OR TO HELP A FRIEND.
HGMT: UML77F0044

3200 MULTIPLE JOBHOLDING, MAY 1973. SUMMARY. DEC 73
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 4P.; SPECIAL LABOR FORCE REPORT
EMPLOYMENT, EMPLOYMENT PATTERNS, JOBS, LABOR FORCE, LABOR SUPPLY, MULTIPLE EMPLOYMENT, RACIAL DIFFERENCES, SEASONAL EMPLOYMENT, SEX DIFFERENCES, STATISTICAL DATA, TABLES (DATA)
NEARLY 4.3 MILLION WORKERS HELD TWO JOBS OR MORE AT THE SAME TIME IN MAY 1973. MULTIPLE JOBHOLDERS WERE 5.1 PERCENT OF ALL EMPLOYEES, ABOUT THE SAME AS IN MOST YEARS IN WHICH SURVEYS WERE MADE. FOUR-FIFTHS OF ALL MOONLIGHTERS WERE MEN. THE DIFFERENCE BETWEEN THE MULTIPLE JOBHOLDING RATES OF NEGRO AND OF WHITE WORKERS WAS NOT STATISTICALLY SIGNIFICANT. MEN WHOSE PRIMARY JOBS WERE AS TEACHERS BELOW THE COLLEGE LEVEL OR AS PROTECTIVE SERVICE WORKERS HAD THE HIGHEST MOONLIGHTING RATES. MEN WHO WERE POSTAL WORKERS ON THEIR FIRST JOBS ALSO HAD A HIGH MULTIPLE JOBHOLDING RATE. MOST MALE MULTIPLE JOBHOLDERS HELD A FULL-TIME JOB WHILE WORKING AT A SECOND JOB, BUT FEMALE MOONLIGHTERS WERE ABOUT EQUALLY DIVIDED BETWEEN THOSE WHO HAD TWO PART-TIME JOBS AND THOSE WHO HAD A FULL-TIME AND A PART-TIME JOB. (MS)
ERIC: ED085576

3201 MULTIPLE MOTIVATIONS FOR MID-CAREER CHANGES NOV 76
HEODESHEIMER, JANET
PERSONNEL AND GUIDANCE JOURNAL:55:3:109-111

(CONT.)
3201 MIDDLE AGED, CAREER CHANGE, VOCATIONAL ADJUSTMENT, ADULT COUNSELING, HELPING RELATIONSHIP, ADULT DEVELOPMENT, STATE OF THE ART REVIEWS, BEHAVIOR PATTERNS
THE AUTHOR MAINTAINS THAT MID-CAREER CHANGES SHOULD BE VIEWED AS A NATURAL STEP IN A CAREER PATTERN RATHER THAN A RADICAL SHIFT THAT FORSAKES ALL THAT WENT BEFORE. SHE OUTLINES SOME CONSIDERATIONS FOR COUNSELORS. (AUTHOR)
ERIC: EJ147849

3202 MULTIPLE-PHOTOGRAPHIC-PRINTER OPERATOR 976.782 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAY 56
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PHOTOCOMPOSITION, PRINTING, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, MULTIPLE PHOTOGRAPHIC PRINTER OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060125

3203 MUNICIPAL GOVERNMENT EFFORTS TO PROVIDE CAREER EMPLOYMENT OPPORTUNITIES FOR THE DISADVANTAGED. DEC 69
DECKER, FLOYD A.:AND OTHERS
NATIONAL LEAGUE OF CITIES, WASHINGTON, D.C. DEPT. OF URBAN STUDIES.
NOTES: 153P.
BIBLIOGRAPHIES, COMMUNITY SERVICES, DISADVANTAGED GROUPS, EMPLOYMENT QUALIFICATIONS, GOVERNMENT EMPLOYEES, HUMAN SERVICES, JOB DEVELOPMENT, LIBRARIES, MANPOWER DEVELOPMENT, MUNICIPALITIES, PERSONNEL NEEDS, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, PUBLIC HEALTH, TECHNICAL OCCUPATIONS, NEW CAREERS
THE STUDY, CONDUCTED IN DAYTON, DETROIT, EL PASO, NEW YORK CITY, SAN FRANCISCO, AND WASHINGTON, D.C., INVESTIGATED EFFORTS TO CREATE MUNICIPAL CAREER EMPLOYMENT AND TRAINING OPPORTUNITIES FOR THOSE WHO CANNOT MEET TRADITIONAL ENTRANCE REQUIREMENTS. IT ALSO EXAMINED THE IMPACT OF PROGRAMS ON MUNICIPAL SERVICES, AND WAYS IN WHICH SUCH PROGRAMS CAN BE EFFECTIVELY CARRIED OUT. INADEQUATE PLANNING TIME, INADEQUATE FEDERAL FUNDING, AND PROGRAM CONSTRAINTS LIMITING TYPES OF CAREERS THAT CAN BE CREATED, WERE MAJOR PROBLEMS. IT WAS FOUND THAT NEW CAREERISTS COULD IMPROVE THE CONTENT AND DELIVERY OF MUNICIPAL SERVICES, ESPECIALLY WELFARE CLIENT COUNSELING AND PERSONAL ASSISTANCE AND IMPROVEMENT OF AGENCY CLIENT RELATIONS. DESPITE SHORTCOMINGS IN PLACEMENT, PROMPTNESS, AND WORK HABITS OF TRAINEES, MOST SUPERVISORS AND OTHER EMPLOYEES EXPRESSED SATISFACTION WITH TRAINEE ATTITUDES AND PERFORMANCE. HOWEVER, NEW CAREERS AS NOW STRUCTURED CANNOT BE EXPECTED TO MEET MUNICIPAL MANPOWER SHORTAGES. ITS EMPHASIS ON HUMAN SERVICES FAILS TO CONSIDER THE SPECIAL EMPLOYMENT PROBLEMS OF UNEMPLOYED MALES, OR THE SEVERE MANPOWER SHORTAGE IN SUCH BASIC COMMUNITY OPERATION AND MAINTENANCE SERVICES AS AIR POLLUTION CONTROL, ENGINEERING AND PUBLIC WORKS, WASTE TREATMENT, AND TRANSPORTATION. (LY)
ERIC: ED043819 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VA. 22151 (PB-189-912, MF $0.65, HC $3.00)

3204 MUST A NEGATIVE INCOME TAX REDUCE LABOR SUPPLY: A STUDY OF THE FAMILYS ALLOCATION OF TIME 1976
KILLINGSWORTH, M.R.
JOURNAL OF HUMAN RESOURCES, VOL.11, NO.3, SUMMER 1976, P. 354-365. BIBLIOG. 24
DISPOSABLE INCOME, ECONOMIC THEORY, ECONOMICS, GOVERNMENT AID, GOVERNMENT REGULATION, INCOME DISTRIBUTION, INCOME TAX, LABOR MARKET, LOW INCOME FAMILY, STATISTICAL MODEL, WAGES
A STATISTICAL MODEL CAN PREDICT THE RESPONSE OF WAGE-EARNING FAMILIES TO A NEGATIVE INCOME TAX, WHERE ONE OR MORE FAMILY MEMBERS IS CAPABLE OF ADDING OR SUBTRACTING WORK HOURS SELECTIVELY, A NEGATIVE INCOME TAX MIGHT ACTUALLY ENCOURAGE AN INCREASE IN GROSS FAMILY WORK HOURS AS FAMILIES ATTEMPT TO MAXIMIZE INCOME.
MGMT: JHR76P0354

3205 MYTHS ABOUT BLACK WOMEN WORKERS IN MODERN AMERICA MAR 75
NELSON, CHARMEYNNE D.
BLACK SCHOLAR:6:6:11-15
WORKING WOMEN, SEX STEREOTYPES, NEGRO STEREOTYPES, SEX DISCRIMINATION, WOMENS STUDIES, AFRICAN AMERICAN STUDIES, NEGRO ROLE, RACISM, SEX ROLE, LABOR FORCE
A SYSTEMATIC EXAMINATION AND DEBUNKING OF THREE MYTHS SURROUNDING BLACK WOMEN WORKERS (1) BLACK WOMEN HAVE BETTER JOBS THAN BLACK MEN, (2) BLACK WOMEN AND WHITE MEN ARE THE MOST SUCCESSFUL GROUPS IN U.S. SOCIETY, AND (3) BLACK WOMEN DO MOST OF THE WORK BECAUSE

(CONT.)
3205 THEY ARE THE HEADS OF MOST BLACK FAMILIES. (EM)
ERIC: EJ113503

3206 THE NAB NATIONAL ALLIANCE OF BUSINESSMEN TAKING STOCK AFTER SEVEN YEARS DEC 74
MANPOWER:6:12:22-6
JOB PLACEMENT, DISADVANTAGED GROUPS, MANPOWER DEVELOPMENT, EMPLOYMENT PROGRAMS, NATIONAL PROGRAMS, MANPOWER UTILIZATION, DISADVANTAGED YOUTH, VETERANS, UNEMPLOYMENT, ON THE JOB TRAINING, NAB JOBS, NATIONAL ALLIANCE OF BUSINESSMEN, JOB OPPORTUNITIES IN THE BUSINESS SECTOR, EXOFFENDERS
ERIC: EJ107113

3207 NAPKIN PACKAGER (PAPER GOODS) 920.885--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. MAR 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 13P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PAPER (MATERIAL), PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED WORKERS, GATB, GENERAL APTITUDE TEST BATTERY, NAPKIN PACKAGERS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069767

3208 NATIONAL APPRENTICESHIP AND TRAINING STANDARDS FOR ASSOCIATED RETAIL BAKERS OF AMERICA. 75
ASSOCIATED RETAIL BAKERS OF AMERICA, CHICAGO, ILL.: MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF APPRENTICESHIP AND TRAINING.
NOTES: 20P.
APPRENTICESHIPS, COOKS, EDUCATIONAL PROGRAMS, FOOD PROCESSING OCCUPATIONS, LABOR STANDARDS, STANDARDS, TRADE AND INDUSTRIAL EDUCATION, BAKERS
THE DOCUMENT PRESENTS SYSTEMATIC STANDARDS (ADOPTED BY THE ASSOCIATED RETAIL BAKERS OF AMERICA IN ACCORDANCE WITH THE BASIC STANDARDS RECOMMENDED BY THE BUREAU OF APPRENTICESHIP AND TRAINING OF THE U.S. DEPARTMENT OF LABOR) TO BE USED IN THE APPRENTICESHIP AND TRAINING PROGRAMS OF THE BAKING INDUSTRY. INCLUDED IS THE FOLLOWING INFORMATION (1) DEFINITION OF TERMS APPLICABLE TO THE PROGRAM, (2) INFORMATION ON PROCEDURES AND ACTIVITIES RELATED TO THE APPRENTICESHIP PERIOD, (3) ADAPTATION OF NATIONAL STANDARDS FOR USE IN THE SUPERVISION OF LOCAL APPRENTICESHIP PROGRAMS, (4) SELECTION PROCEDURES FOR APPLICANTS, (5) A GUIDE TO THE TRADE CLASSIFICATION OF THE BAKER AND THE SKILLS INVOLVED IN THE PREPARATION OF ALL BAKERY PRODUCTS, AND (6) A SAMPLE COPY OF AN APPRENTICESHIP AGREEMENT BETWEEN APPRENTICE AND EMPLOYER. LISTS OF REGIONAL OFFICES OF THE BUREAU OF APPRENTICESHIP AND TRAINING AND STATE AND TERRITORIAL APPRENTICESHIP AGENCIES ARE INCLUDED. (EC)
ERIC: ED114554

3209 NATIONAL APPRENTICESHIP AND TRAINING STANDARDS FOR CARPENTRY. 75
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF APPRENTICESHIP AND TRAINING.: NATIONAL JOINT CARPENTRY APPRENTICESHIP COMMITTEE, WASHINGTON, D.C.
NOTES: 44P.
APPRENTICESHIPS, BUILDING TRADES, CARPENTERS, LABOR LEGISLATION, LABOR STANDARDS, NATIONAL ORGANIZATIONS, PROGRAM CONTENT, PROGRAM PLANNING, STANDARDS, TRADE AND INDUSTRIAL EDUCATION, VOCATIONAL EDUCATION, WORK EXPERIENCE PROGRAMS
THE CARPENTRY WORK STANDARDS CONTAINED IN THE GUIDE COVER BASIC REQUIREMENTS FOR EFFECTIVE APPRENTICESHIP AND ARE OFFERED TO ASSIST LOCAL ORGANIZATIONS OF CONTRACTORS AND JOURNEYMEN IN ESTABLISHING LOCAL SYSTEMS OF APPRENTICESHIP AND IMPROVING EXISTING SYSTEMS. TWENTY-FIVE ITEMS TO BE CONSIDERED WHEN ADAPTING NATIONAL STANDARDS TO LOCAL USE ARE DETAILED. FEDERAL LAWS AND REGULATIONS AFFECTING THE EMPLOYMENT OF APPRENTICES ARE SUMMARIZED. THE PROCEDURES FOR USING JOINT TRAINING FUNDS AND FOR KEEPING APPRENTICESHIP RECORDS ARE BRIEFLY OUTLINED. THE APPENDIX (21 PAGES) INCLUDES: DETAILED SCHEDULES FOR WORK EXPERIENCE AND RELATED INSTRUCTION WITH RECOMMENDED TEXTS AND REFERENCE MATERIALS FOR CARPENTER, MILLWRIGHT, AND CABINETMAKER-MILLMAN APPRENTICES AND FOR PILEDRIVER AND INTERIOR SYSTEMS TRAINEES: A SAMPLE APPLICATION FOR APPRENTICESHIP IN CARPENTRY: A SAMPLE APPRENTICESHIP AGREEMENT FORM A LIST OF REGIONAL OFFICES OF THE BUREAU OF APPRENTICESHIP AND TRAINING: AND A LIST OF STATE AND TERRITORIAL APPRENTICESHIP AGENCIES. (AUTHOR/HS)
ERIC: ED114588

3210 NATIONAL APPRENTICESHIP AND TRAINING STANDARDS FOR DENTAL TECHNICIANS. REVISED. 75
NATIONAL ASSOCIATION OF DENTAL LABS., INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF APPRENTICESHIP AND TRAINING.
NOTES: 39P.
APPRENTICESHIPS, CURRICULUM GUIDES, DENTAL ASSOCIATIONS, DENTAL TECHNICIANS, EDUCATIONAL POLICY, HEALTH OCCUPATIONS EDUCATION, JOB TRAINING, NATIONAL NORMS, NATIONAL PROGRAMS, PERFORMANCE SPECIFICATIONS, STANDARDS, TIME BLOCKS, WAGES
THE GUIDEBOOK PRESENTS A SYSTEMATIC AND UNIFORM METHOD FOR TRAINING DENTAL TECHNICIANS THROUGHOUT THE INDUSTRY, INCORPORATING BASIC STANDARDS RECOMMENDED BY THE BUREAU OF APPRENTICESHIP AND TRAINING. THE FIRST SECTION DEFINES TERMINOLOGY AND ESTABLISHES RULES AND REGULATIONS REGARDING APPRENTICES AND APPRENTICESHIP PROGRAMS IN 16 AREAS, INCLUDING QUALIFICATIONS, PROGRAM REQUIREMENTS, WORK EXPERIENCE, AND CERTIFICATION. THE NATIONAL ASSOCIATION OF DENTAL LABORATORIES APPRENTICESHIP AND TRAINING POLICY IS PRESENTED. THE SECOND SECTION EXAMINES NINE AREAS OF ADAPTING NATIONAL STANDARDS TO LOCAL USE THROUGH PROGRAM SUPERVISION BY THE NATIONAL ASSOCIATION OF DENTAL LABORATORIES. TOPICS INCLUDE COMMITTEE FORMATION, EMPLOYERS AND SUPERVISORS OF APPRENTICESHIP AND TRAINING, APPRENTICESHIP RATIO, CONSULTANTS, REGISTRATION AGENCY, TERM OF APPRENTICESHIP, RATES OF PAY, SUPERVISION, AND MODIFICATION. THE THIRD SECTION OUTLINES JOB SKILLS AND HOURS NECESSARY FOR THEIR LEARNING IN THE FOLLOWING AREAS DENTURES, WITH 16 UNITS OF INSTRUCTION TAKING 6,000 HOURS; CROWN AND BRIDGE, WITH 13 UNITS OF INSTRUCTION TAKING 6,000 HOURS; CERAMICS, WITH 10 UNITS OF INSTRUCTION TAKING 4,000 OR 4,665 HOURS; CASTING, WITH EIGHT UNITS OF INSTRUCTION TAKING 4,000 HOURS. COPIES OF APPRENTICESHIP AGREEMENTS BETWEEN APPRENTICE AND EMPLOYER AND APPRENTICE AND JOINT APPRENTICESHIP COMMITTEES ARE PRESENTED, AND A LISTING OF REGIONAL BUREAU OFFICES AND STATE AND TERRITORIAL APPRENTICESHIP AGENCIES ARE PROVIDED. (LH)
ERIC: ED117409

3211 NATIONAL APPRENTICESHIP AND TRAINING STANDARDS FOR GLAZIERS AND GLASSWORKERS. REVISED. 76
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF APPRENTICESHIP AND TRAINING.
NOTES: 40P.
AFFIRMATIVE ACTION, APPRENTICESHIPS, FEDERAL GOVERNMENT, FEDERAL LEGISLATION, GLAZIERS, LABOR STANDARDS, ON THE JOB TRAINING, SKILLED OCCUPATIONS, SKILLED WORKERS, STANDARDS, TRADE AND INDUSTRIAL EDUCATION, GLASSWORKERS
INTENDED TO PROVIDE A UNIFORM PATTERN FOR USE BY EMPLOYERS AND LABOR REPRESENTATIVES IN SETTING UP AND OPERATING EFFECTIVE APPRENTICESHIP PROGRAMS FOR GLAZIERS AND GLASSWORKERS, GUIDELINES ARE LISTED UNDER THE FOLLOWING HEADINGS DEFINITIONS, QUALIFICATIONS FOR APPRENTICESHIP, SELECTION OF APPRENTICES, TERM OF APPRENTICESHIP, RELATED INSTRUCTION, RATIO OF APPRENTICES TO JOURNEYMEN, APPRENTICESHIP AGREEMENT, PROBATIONARY PERIOD, APPRENTICES WAGES, CREDIT FOR PREVIOUS EXPERIENCE, HOURS OF WORK, SUPERVISION OF APPRENTICES, COORDINATOR OF APPRENTICESHIP, CONSULTANTS, ACCIDENT PREVENTION, ADJUSTING DIFFERENCES, WORK EXPERIENCE, CERTIFICATE OF COMPLETION, AND MODIFICATION. GUIDELINES ARE ALSO PROVIDED FOR ADAPTING THE NATIONAL STANDARDS TO LOCAL USE. THESE INCLUDE SUGGESTIONS ON FORMATION OF A LOCAL JOINT APPRENTICESHIP COMMITTEE, DUTIES OF LOCAL COMMITTEES, RESPONSIBILITIES OF APPRENTICES, AND ASSISTANCE FROM COOPERATING AGENCIES. FEDERAL LAWS AND REGULATIONS AFFECTING THE EMPLOYMENT AND TRAINING OF APPRENTICES ARE SUMMARIZED. APPENDIX A CONTAINS WORK PROCESS SCHEDULES FOR GLAZIERS AND GLASSWORKERS, PROVIDED AS EXAMPLES OF THE TYPE OF WORK EXPERIENCE AND TRAINING (STATED IN NUMBER OF HOURS FOR VARIOUS SUBCATEGORIES) CONSIDERED NECESSARY TO DEVELOP A SKILLED AND PRODUCTIVE WORKER IN THE TWO CATEGORIES. ALSO APPENDED ARE EXAMPLES OF APPRENTICE RECORDKEEPING FORMS; A MODEL AFFIRMATIVE ACTION PROGRAM; AND A LIST OF REGIONAL OFFICES OF THE BUREAU OF APPRENTICESHIP AND TRAINING. (JT)
ERIC: ED139920

3212 NATIONAL APPRENTICESHIP AND TRAINING STANDARDS FOR OPTICAL TECHNICIAN (CONTACT LENS TECHNICIAN). 74
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF APPRENTICESHIP AND TRAINING.
NOTES: 21P.
APPRENTICESHIPS, MEDICAL TECHNOLOGISTS, STANDARDS, SUBPROFESSIONALS, VOCATIONAL EDUCATION, OPTICAL TECHNICIANS
A STATEMENT OF POLICY OF THE CONTACT LENS SOCIETY OF AMERICA REGARDING CONTACT LENS FILTERS IS FOLLOWED BY NATIONAL APPRENTICESHIP AND TRAINING STANDARDS FOR OPTICAL TECHNICIANS APPROVED AND ADOPTED BY THE CONTACT LENS SOCIETY OF AMERICA IN ACCORDANCE WITH THE BASIC STANDARDS RECOMMENDED BY THE BUREAU OF APPRENTICESHIP AND TRAINING OF THE DEPARTMENT OF LABOR. THE STANDARDS INCLUDE SECTIONS ON DEFINITIONS, QUALIFICATIONS FOR APPRENTICESHIP, CREDIT FOR PREVIOUS EXPERIENCE, CONTINUITY OF EMPLOYMENT, APPRENTICESHIP AGREEMENT, TERM OF APPRENTICESHIP, PROBATIONARY PERIOD, RATIO, RESPONSIBILITIES OF APPRENTICES, SUPERVISOR OF APPRENTICES, PROGRESS EVALUATION OF APPRENTICES, HOURS OF EMPLOYMENT, RELATED TECHNICAL INSTRUCTION, CERTIFICATE OF COMPLETION OF APPRENTICESHIP, MODIFICATION OF POLICY, RECOMMENDED MINIMUM APPRENTICE WAGE SCALE, SAFETY, TRAINING AND EDUCATIONAL OBJECTIVES, SUPPLEMENTAL EDUCATIONAL COURSES, WORK-EXPERIENCE SCHEDULES, AND RELATED INSTRUCTION. A SAMPLE APPRENTICESHIP AGREEMENT BETWEEN APPRENTICE AND EMPLOYER AND ADDRESS LISTS FOR THE BUREAU OF APPRENTICESHIP AND TRAINING REGIONAL OFFICES AND STATE AND TERRITORIAL APPRENTICESHIP AGENCIES CONCLUDE THE PAMPHLET. (NH)
ERIC: ED107841

3213 NATIONAL APPRENTICESHIP AND TRAINING STANDARDS FOR ORTHOTIC AND PROSTHETIC TECHNICIANS.

73
AMERICAN ORTHOTIC AND PROSTHETIC ASSOCIATION, WASHINGTON, D.C.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF APPRENTICESHIP AND TRAINING.
NOTES: 25P.
APPRENTICESHIPS, MEDICAL ASSISTANTS, MEDICAL EDUCATION, MEDICAL TECHNOLOGISTS, NATIONAL PROGRAMS, PROSTHESES, STANDARDS, STATE AGENCIES, STATE STANDARDS, SURGICAL TECHNICIANS, NATIONAL STANDARDS, ORTHOTIC TECHNICIANS, PROSTHETIC TECHNICIANS
THE BOOKLET SETS FORTH THE NATIONAL APPRENTICESHIP AND TRAINING STANDARDS FOR THE ONE-YEAR APPRENTICESHIP PROGRAM FOR ORTHOTIC AND/OR PROSTHETIC TECHNICIANS, AS DEVELOPED AND RECOMMENDED BY THE AMERICAN ORTHOTIC AND PROSTHETIC ASSOCIATION. STANDARDS IN VARIOUS AREAS--SUCH AS QUALIFICATIONS FOR APPRENTICESHIP, HOURS OF WORK, SALARIES, RECORDS, REPORTS, ACCIDENT PREVENTION, AND EQUAL OPPORTUNITY--ARE OUTLINED, AND ADAPTING NATIONAL STANDARDS TO LOCAL USE AND PROGRAM SUPERVISION--INCLUDING SUCH TOPICS AS RESPONSIBILITIES OF APPRENTICES, FILING WITH THE REGISTRATION AGENCY, AND TERM OF APPRENTICESHIP--ARE REVIEWED. CONTINUOUS REVISION OF THE STANDARDS IS PLANNED. FIVE APPENDIXES INCLUDE WORK PROCESSES FOR ORTHOTIC AND PROSTHETIC TECHNICIANS, APPRENTICE RECORDKEEPING, THE APPRENTICESHIP AGREEMENT, AND FEDERAL LAWS AND REGULATIONS AFFECTING THE EMPLOYMENT OF APPRENTICES. LOCATION LISTS FOR REGIONAL OFFICES AND STATE AND TERRITORIAL APPRENTICESHIP AGENCIES, AND SAMPLES OF APPRENTICESHIP CERTIFICATES ALSO ARE INCLUDED. (NH)
ERIC: ED098362

3214 NATIONAL APPRENTICESHIP AND TRAINING STANDARDS FOR PAINTING AND DECORATING AND DRYWALL FINISHING. 74
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF APPRENTICESHIP AND TRAINING.
NOTES: 36P.; NINTH EDITION
APPRENTICESHIPS, BUILDING TRADES, FEDERAL LEGISLATION, PAINTING, STANDARDS
THE BOOKLET PRESENTS THE NINTH EDITION OF THE NATIONAL APPRENTICESHIP AND TRAINING STANDARDS DEVELOPED BY THE PAINTING AND DECORATING AND DRYWALL INDUSTRY IN COOPERATION WITH THE DEPARTMENT OF LABORS BUREAU OF APPRENTICESHIP AND TRAINING. PROVISIONS OF NATIONAL APPRENTICESHIP AND TRAINING STANDARDS FOR PAINTING AND DECORATING AND DRYWALL FINISHING ARE PRESENTED IN SECTION ONE. SECTION TWO CONSIDERS ADAPTING THE NATIONAL STANDARDS TO LOCAL USE. OTHER SECTIONS DESCRIBE FILING WITH THE REGISTRATION AGENCY; COOPERATING AGENCIES; FEDERAL LAWS AND REGULATIONS ON WAGE DETERMINATIONS; JOINT TRAINING FUNDS; EQUAL EMPLOYMENT OPPORTUNITY IN APPRENTICESHIP AND TRAINING; AND RELATED TECHNICAL INSTRUCTION. APPENDED MATERIALS INCLUDE SAMPLE OF WORK PROCESSES FOR ON-THE-JOB TRAINING; APPRENTICE RECORDKEEPING; SAMPLE APPRENTICE AGREEMENTS; AN ADDENDUM ON THE AFFIRMATIVE ACTION PROGRAM; AND ADDRESS LISTS FOR THE BUREAU OF APPRENTICESHIP AND TRAINING REGIONAL OFFICES AND STATE APPRENTICESHIP AGENCIES. (NH)
ERIC: ED107842

3215 NATIONAL APPRENTICESHIP AND TRAINING STANDARDS FOR PLASTERING. 75
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF APPRENTICESHIP AND TRAINING.
NOTES: 33P.; SOME PAGES MAY BE MARGINALLY LEGIBLE DUE TO SMALL PRINT OF ORIGINAL DOCUMENT
ADMINISTRATIVE AGENCIES, ADMISSION CRITERIA, AGENCY ROLE, APPRENTICESHIPS, COMMITTEES, CONSTRUCTION (PROCESS), INDUSTRIAL EDUCATION, INDUSTRY, JOB TRAINING, LABOR LEGISLATION, MASONRY, PERSONNEL POLICY, STANDARDS, WAGES, PLASTERERS
DESIGNED TO ASSIST MANAGEMENT, LABOR, JOINT COMMITTEES, AND OTHERS CONCERNED WITH THE DEVELOPMENT OF SKILLED PLASTERERS IN SETTING UP, CONDUCTING, AND IMPROVING LOCAL APPRENTICESHIP PROGRAMS, THIS REVISION OF NATIONAL APPRENTICESHIP STANDARDS IN THE PLASTERING TRADE INCLUDES THE LATEST AMENDMENTS AND REGULATIONS OF THE VARIOUS FEDERAL LAWS AFFECTING APPRENTICESHIP AND TRAINING. MAJOR AREAS COVERED ARE (1) PROVISIONS OF STANDARDS (DUTIES OF THE NATIONAL COMMITTEE, DEFINITION OF REGISTRATION AGENCY, QUALIFICATION FOR APPRENTICESHIP, TERMS OF APPRENTICESHIP, PREAPPRENTICESHIP TRAINING, PROBATIONARY PERIOD, TRANSITORY APPRENTICE, RELATED INSTRUCTION, EQUAL OPPORTUNITY, SELECTION OPERATION, APPRENTICESHIP AGREEMENT, CERTIFICATE OF COMPLETION OF APPRENTICESHIP, RATIO OF APPRENTICES TO PLASTERERS, HOURS OF WORK FOR APPRENTICES, APPRENTICE WAGES, ADVANCEMENT OF APPRENTICES, WORK EXPERIENCE, SUPERVISION OF EVALUATION, RECOGNITION FOR SUCCESSFUL COMPLETION, COORDINATOR OF LOCAL APPRENTICESHIP SYSTEMS, PLASTERER PARTICIPATION); (2) RECOMMENDATIONS CONCERNING LOCAL JOINT APPRENTICESHIP COMMITTEES (ESTABLISHMENT OF COMMITTEE, COVERAGE, DUTIES AND RESPONSIBILITIES OF COMMITTEE, RESPONSIBILITIES OF APPRENTICES, FILING OF APPRENTICESHIP PROGRAMS, MODIFICATION OF STANDARDS, COOPERATING AGENCIES); (3) APPRENTICE RECORDKEEPING; (4) FEDERAL LAWS AND REGULATIONS AFFECTING APPRENTICE EMPLOYMENT (WAGE DETERMINATION REGULATIONS, VETERANS READJUSTMENT LEGISLATION, WAGE AND HOUR REGULATIONS, EQUAL EMPLOYMENT LAWS); (4) JOINT TRAINING FUNDS (LEGALITY OF FUNDS, TAX-EXEMPT STATUS OF THE TRUST); (5) WORK SCHEDULE FOR PLASTERER (CODE KEY AND EXPLANATION, OCCUPATIONAL SKILLS); AND WORK SCHEDULE FOR SHOP HANDS. FORMS FOR VARIOUS KINDS OF RECORDKEEPING AND LISTS OF APPRENTICESHIP REGIONAL OFFICES AND STATE AND TERRITORIAL AGENCIES ARE APPENDED. (HD)
ERIC: ED138726

3216 NATIONAL APPRENTICESHIP AND TRAINING STANDARDS FOR SIGN, DISPLAY, AND ALLIED WORKERS INDUSTRY, REVISED. 76
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF APPRENTICESHIP AND TRAINING.
NOTES: 40P.; APPENDIX C MAY BE MARGINALLY LEGIBLE DUE TO SMALL PRINT OF ORIGINAL DOCUMENT
APPRENTICESHIPS, CAREER LADDERS, FEDERAL GOVERNMENT, FEDERAL LEGISLATION, LABOR

(CONT.)

3216 STANDARDS, LABOR UNIONS, ON THE JOB TRAINING, SIGN PAINTERS, SIGNS, SKILLED OCCUPATIONS, SKILLED WORKERS, STANDARDS, TRADE AND INDUSTRIAL EDUCATION, BROTHERHOOD OF PAINTERS AND ALLIED TRADES

INTENDED TO PROVIDE A UNIFORM PATTERN FOR USE BY EMPLOYERS AND LABOR REPRESENTATIVES IN SETTING UP AND OPERATING EFFECTIVE APPRENTICESHIP PROGRAMS FOR SIGN, DISPLAY, AND ALLIED WORKERS. GUIDELINES ARE LISTED UNDER THE FOLLOWING HEADINGS DEFINITIONS, QUALIFICATIONS FOR APPRENTICESHIP, SELECTION OF APPRENTICES, TERM OF APPRENTICESHIP, RELATED INSTRUCTION, RATIO OF APPRENTICES TO JOURNEYMEN, APPRENTICE AGREEMENT, PROBATIONARY PERIOD, APPRENTICE WAGES, VETERANS ALLOWANCE, CREDIT FOR PREVIOUS EXPERIENCE, BASIC HOURS OF WORK FOR APPRENTICES, SUPERVISION OF APPRENTICES, CONSULTANTS, ACCIDENT PREVENTION, ADJUSTING DIFFERENCES, WORK EXPERIENCE, AND CERTIFICATE OF COMPLETION. GUIDELINES ARE ALSO PROVIDED FOR ADAPTING THE NATIONAL STANDARDS TO LOCAL USE. THESE INCLUDE SUGGESTIONS ON FORMATION OF A LOCAL JOINT APPRENTICESHIP COMMITTEE, DUTIES OF LOCAL COMMITTEES, RESPONSIBILITIES OF APPRENTICES, MODIFICATION OF STANDARDS, AND ASSISTANCE FROM COOPERATING AGENCIES. FEDERAL LAWS AND REGULATIONS AFFECTING THE EMPLOYMENT AND TRAINING OF APPRENTICES ARE SUMMARIZED. APPENDIX A IS A MODEL AFFIRMATIVE ACTION PROGRAM. APPENDIX B CONTAINS WORK PROCESS SCHEDULES PROVIDED AS EXAMPLES OF THE TYPE OF WORK EXPERIENCE AND TRAINING (STATED IN NUMBER OF HOURS FOR VARIOUS SUBCATEGORIES) CONSIDERED NECESSARY TO DEVELOP A SKILLED AND PRODUCTIVE WORKER IN EACH OF FOUR CATEGORIES SIGN, DISPLAY, ILLUMINATED SIGN, AND SCREEN PRINTING INDUSTRY: GENERAL SIGN DISPLAYER AND DISPLAY AND EXHIBIT BUILDER APPRENTICES: SCREEN PROCESS APPRENTICES: AND SIGN MANUFACTURING APPRENTICES. ALSO APPENDED ARE EXAMPLES OF APPRENTICE RECORDKEEPING FORMS AND A LIST OF REGIONAL OFFICES OF THE BUREAU OF APPRENTICESHIP AND TRAINING. (JT)

ERIC: ED137620

3217 NATIONAL APPRENTICESHIP AND TRAINING STANDARDS FOR THE GRAPHIC ARTS INTERNATIONAL UNION. 75

GRAPHIC ARTS INTERNATIONAL UNION, WASHINGTON, D.C.: MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF APPRENTICESHIP AND TRAINING.

NOTES: 66P.: PORTIONS OF THE APPRENTICESHIP AGREEMENT FORMS MAY REPRODUCE POORLY DUE TO SMALLNESS OF TYPE

APPRENTICESHIPS, BUSINESS RESPONSIBILITY, GRAPHIC ARTS, NATIONAL PROGRAMS, STANDARDS, TRAINING OBJECTIVES

SET FORTH IN THE BOOKLET ARE THE NATIONAL APPRENTICESHIP AND TRAINING STANDARDS FOR THE TRAINING OF LITHOGRAPHERS, PHOTOENGRAVERS, GRAVURE WORKERS, BOOKBINDERS, AND FINISHERS AS DEVELOPED AND RECOMMENDED BY THE GRAPHIC ARTS INTERNATIONAL UNION IN COOPERATION WITH THE BUREAU OF APPRENTICESHIP AND TRAINING, U.S. DEPARTMENT OF LABOR. THE OBJECTIVE OF THE STANDARDS IS TO PROVIDE A COMMON BASIS FOR THE MUTUAL UNDERTAKING OF TRAINING WHICH WILL BENEFIT EMPLOYERS, EMPLOYEES, AND THE PUBLIC. THEIR PURPOSE IS TO IMPROVE THE QUALITY AND OPPORTUNITY OF CRAFT WORKERS THROUGH THE ESTABLISHMENT OF UNIFORM TRAINING PROGRAMS. IN ADDITION TO ITEMIZING THE VARIOUS PROVISIONS OF THE NATIONAL STANDARDS, THE BOOKLET CONTAINS AN EXPLANATION OF THE APPLICATION OF THE STANDARDS FOR THE GUIDANCE OF EMPLOYERS AND LABOR REPRESENTATIVES. (AUTHOR)

ERIC: ED114600

3218 THE NATIONAL APPRENTICESHIP PROGRAM. 68

MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF APPRENTICESHIP AND TRAINING.

NOTES: 33P.

AGENCIES, APPRENTICESHIPS, OCCUPATIONS, REFERENCE MATERIALS, STANDARDS, NATIONAL APPRENTICESHIP PROGRAM

CURRENT APPRENTICEABLE OCCUPATIONS AND TRADES ARE LISTED AND THE APPRENTICESHIP PROGRAM IS EXPLAINED. ADDRESSES OF REGIONAL OFFICES OF THE BUREAU OF APPRENTICESHIP AND TRAINING AND STATE APPRENTICESHIP AGENCIES ARE GIVEN. (EM)

ERIC: ED032394

3219 THE NATIONAL APPRENTICESHIP PROGRAM. 76

EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 46P.: SOME PAGES MAY BE MARGINALLY LEGIBLE DUE TO SMALL PRINT OF THE ORIGINAL

ADMINISTRATIVE POLICY, AGENCIES, APPRENTICESHIPS, FEDERAL GOVERNMENT, FEDERAL STATE RELATIONSHIP, GOVERNMENT ROLE, INDUSTRIAL EDUCATION, INDUSTRY, JOB TRAINING, LABOR LEGISLATION, NATIONAL PROGRAMS, OCCUPATIONAL INFORMATION, PERSONNEL POLICY, SKILLED OCCUPATIONS, STANDARDS, STATE AGENCIES, VETERANS, UNITED STATES

A BRIEF EXPLANATION OF THE NATIONAL APPRENTICESHIP PROGRAM IS PRESENTED PRIMARILY IN TERMS OF THE MORE IMPORTANT POLICIES AND THE ROLE OF GOVERNMENT IN THIS SYSTEM OF TRAINING. ELEVEN SECTIONS ARE INCLUDED (1) WHAT IS APPRENTICESHIP (2) WHY IS APPRENTICESHIP IMPORTANT (3) WHAT CAN APPRENTICESHIP DO (4) HOW THE NATIONAL APPRENTICESHIP PROGRAM OPERATES, (5) BASIC STANDARDS OF AN APPRENTICESHIP PROGRAM, (6) INFORMATION ON LAWS AND REGULATIONS AFFECTING APPRENTICESHIP, (7) VETERANS TRAINING ALLOWANCES, (8) WHERE APPRENTICES ARE EMPLOYED, (9) WHERE TO APPLY, (10) APPRENTICEABLE OCCUPATIONS, AND (11) LIST OF APPRENTICEABLE OCCUPATIONS. THE SECTION ON APPRENTICEABLE OCCUPATIONS CONSTITUTES THE MAJORITY OF THE BOOKLET. NINETY-FOUR BASIC TRADE CLASSIFICATIONS ARE PRESENTED, WITH RELATED OCCUPATIONS GROUPED UNDER THEM. ALTHOUGH NOT FINAL OR ALL INCLUSIVE, THE LIST OF OCCUPATIONS ARE THOSE THAT MEET THE CRITERIA FOR APPRENTICEABLE OCCUPATIONS AND WHICH ARE INCLUDED IN PROGRAMS REGISTERED WITH STATE APPRENTICESHIP AGENCIES OR THE BUREAU OF APPRENTICESHIP AND TRAINING. EACH BASIC TRADE CLASSIFICATION INCLUDES THE CUSTOMARY TERM OF APPRENTICESHIP, IN YEARS, AND A CODE NUMBER(S) FROM THE DICTIONARY OF OCCUPATIONAL TITLES. APPENDED ARE LISTS OF BUREAU OF

(CONT.)
3219 APPRENTICESHIP AND TRAINING REGIONAL OFFICES AND STATE AND TERRITORIAL APPRENTICESHIP AGENCIES, AND THE NATIONAL APPRENTICESHIP ACT, (AS AMENDED). (SH)
ERIC: ED138730

3220 NATIONAL APPRENTICESHIP STANDARDS FOR AUTOMOTIVE MACHINIST. 73
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF APPRENTICESHIP AND TRAINING.
NOTES: 23P.
APPRENTICESHIPS, AUTO MECHANICS, AUTO MECHANICS (OCCUPATION), MACHINISTS, STANDARDS
THESE 24 STANDARDS HAVE BEEN ADOPTED BY THE AUTOMOTIVE SERVICE INDUSTRY ASSOCIATION TO PROVIDE WELL-PLANNED, PROPERLY SUPERVISED TRAINING FOR APPRENTICES TO DEVELOP INTO COMPETENT MACHINISTS. THE GOAL OF THE STANDARDS IS TO ESTABLISH AND MAINTAIN HIGH CRITERIA OF WORKMANSHIP, TO DEVELOP KNOWLEDGE BY WORKERS OF TECHNICAL AND THEORETICAL ASPECTS OF THEIR CRAFT, AND TO ASSURE THE EMPLOYER OF PROFICIENT WORKMEN. APPENDIXES INCLUDE FORMS FOR APPLICATION FOR APPRENTICESHIP AND EMPLOYMENT INTERVIEW EVALUATION, A CURRICULUM OF RELATED TECHNICAL INSTRUCTION, AND ADDRESS LISTINGS OF REGIONAL OFFICES OF THE BUREAU OF APPRENTICESHIP AND TRAINING AND OF STATE AND TERRITORIAL APPRENTICESHIP AGENCIES. (MS)
ERIC: ED080873 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NUMBER 0-512-382-88)

3221 NATIONAL APPRENTICESHIP STANDARDS FOR OPHTHALMIC FINISHER-DISPENSER. 72
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF APPRENTICESHIP AND TRAINING.
NOTES: 25P.
APPRENTICESHIPS, HEALTH OCCUPATIONS EDUCATION, HEALTH PERSONNEL, OPTICS, STANDARDS, TECHNICAL EDUCATION, NATIONAL STANDARDS, OPTICIANS
THE STANDARDS HAVE BEEN ESTABLISHED AND REGISTERED TO ADVANCE THE SCIENCE OF OPHTHALMIC OPTICS AND ASSURE THE CONTINUANCE OF SKILLED AND ETHICAL PRACTICES IN THE OPTICAL PROCESSING AND DISPENSING SERVICE BY PROVIDING A RECOGNIZED AND FORMALIZED METHOD OF DEVELOPING SKILLED CRAFTSMEN. STANDARDS COVER APPRENTICESHIP QUALIFICATIONS, AGREEMENT, TERMS, PROBATIONARY PERIOD, SUPERVISION, EVALUATION, CERTIFICATION, AND WAGES. THEY ALSO CONSIDER RELATED CONCERNS CREDIT FOR PREVIOUS EMPLOYMENT, CONTINUITY OF EMPLOYMENT, RATIO OF APPRENTICES TO JOURNEYMEN, HOURS OF EMPLOYMENT, TECHNICAL INSTRUCTION, POLICY, SAFETY REGULATIONS, SCHEDULES, AND RELATED INSTRUCTION. THE APPENDIX LISTS 21 TEXTBOOKS FOR RELATED INSTRUCTION, 32 STATE APPRENTICESHIP AGENCIES, AND THE 10 REGIONAL OFFICES OF THE BUREAU OF APPRENTICESHIP AND TRAINING. A SAMPLE CERTIFICATE FORM AND APPRENTICESHIP AGREEMENT FORM ARE ILLUSTRATED. (AG)
ERIC: ED095339

3222 NATIONAL APPRENTICESHIP STANDARDS FOR PLUMBING AND STEAMFITTING--PIPEFITTING. 74
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF APPRENTICESHIP AND TRAINING.
NOTES: 24P.
APPRENTICESHIPS, BUILDING TRADES, PLUMBING, STANDARDS, VOCATIONAL EDUCATION
THE BOOKLET PRESENTS NATIONAL APPRENTICESHIP STANDARDS FOR PLUMBING AND STEAMFITTING--PIPEFITTING DEVELOPED BY THE NATIONAL JOINT PLUMBING APPRENTICESHIP AND JOURNEYMAN TRAINING COMMITTEE AND THE NATIONAL JOINT STEAMFITTER-PIPEFITTER APPRENTICESHIP COMMITTEE, TOGETHER WITH THE DEPARTMENT OF LABOR. THE STANDARDS COVER A DEFINITION OF A LOCAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE, REGISTRATION OF LOCAL APPRENTICE STANDARDS, DEFINITIONS OF APPRENTICE AND SENIOR APPRENTICE, QUALIFICATIONS OF APPLICANTS FOR APPRENTICESHIP, AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY, GENERAL APPRENTICE APPLICATION PROCEDURES, APPRENTICESHIP AGREEMENT, TERM OF APPRENTICESHIP, PROBATIONARY PERIOD, CREDIT FOR PREVIOUS EXPERIENCE, RELATED INSTRUCTION FOR APPRENTICES AND SENIOR APPRENTICES, WORK EXPERIENCE, HOURS OF WORK FOR APPRENTICES AND SENIOR APPRENTICES, APPRENTICE AND SENIOR APPRENTICE WAGES AND ADVANCEMENT, SUPERVISION OF APPRENTICES, RESPONSIBILITIES OF APPRENTICES AND SENIOR APPRENTICES, DISCIPLINARY ACTION, ADJUSTING DIFFERENCES, CERTIFICATE OF COMPLETION OF TRAINING, RATIO OF JOURNEYMEN TO APPRENTICES, ACCIDENT PREVENTION, QUALIFICATION OF EMPLOYERS, AND COOPERATING ORGANIZATIONS AND AGENCIES. ADDRESS LISTS FOR THE BUREAU OF APPRENTICESHIP AND TRAINING REGIONAL OFFICES AND STATE AND TERRITORIAL APPRENTICESHIP AGENCIES ARE APPENDED. (NH)
ERIC: ED107843

3223 NATIONAL APPRENTICESHIP STANDARDS FOR THE UAW. 75
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF APPRENTICESHIP AND TRAINING.
NOTES: 27P.
APPRENTICESHIPS, CAREER LADDERS, FEDERAL GOVERNMENT, LABOR STANDARDS, LABOR UNIONS, ON THE JOB TRAINING, SKILLED LABOR, SKILLED OCCUPATIONS, STANDARDS, UNITED AUTOMOBILE WORKERS
NATIONAL APPRENTICESHIP STANDARDS ARE LISTED, WHICH WERE DEVELOPED BY THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE + AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW) IN COOPERATION WITH THE BUREAU OF APPRENTICESHIP AND TRAINING, MANPOWER ADMINISTRATION, U.S. DEPARTMENT OF LABOR. THE PREFACE DESCRIBES THE CONTEXT FOR APPLICATION, E.G., A GUIDE FOR DEVELOPMENT OF LOCAL STANDARDS OF APPRENTICESHIP IN THE TRANSFER OF SKILLS BY THE JOURNEYMAN TO THE APPRENTICE, THE UAW JOURNEYMAN ACTS AS AN ON-THE-JOB TRAINER, AND ALTHOUGH APPLICATION OF APPRENTICESHIP PROGRAMS DIFFERS AMONG THE VARIOUS INDUSTRIES, THERE ARE SIMILARITIES IN BASIC JOB SKILLS. THE APPROVED STANDARDS ARE LISTED UNDER 20 HEADINGS DEFINITIONS, EQUAL OPPORTUNITY IN APPRENTICESHIP, APPRENTICESHIP ELIGIBILITY REQUIREMENTS, CREDIT FOR PREVIOUS EXPERIENCE, TERM OF APPRENTICESHIP, GRACE PERIOD, HOURS OF WORK, RATIO, DISCIPLINE, WAGES, RELATED INSTRUCTION AND SCHOOL ATTENDANCE,

(CONT.)
3223 LOCAL JOINT APPRENTICESHIP COMMITTEE, COORDINATOR OF APPRENTICES, CONSULTANTS, SENIORITY, APPRENTICESHIP AGREEMENT, CERTIFICATE OF COMPLETION OF APPRENTICESHIP, TOOL ALLOWANCE, APPROVAL AND MODIFICATION OF STANDARDS, AND SAFETY. FEDERAL LAWS AFFECTING THE EMPLOYMENT OF APPRENTICES AND THE APPRENTICESHIP AGREEMENT ARE SUMMARIZED, AND A LIST OF FEDERAL REGIONAL OFFICES AND STATE AND TERRITORIAL AGENCIES FOR APPRENTICESHIP IS INCLUDED. (MF)
ERIC: ED137589

3224 THE NATIONAL APTITUDE SURVEY. FORMAL REPORT AND TEST MANUAL. FEB68
KALTSOUNIS, GEORGE L. ;AND OTHERS
AUTOMOBILE MANUFACTURERS ASSOCIATION, INC., DETROIT, MICH.; MICHIGAN UNIV., ANN ARBOR. SCHOOL OF EDUCATION.
NOTES: 72P.
APTITUDE TESTS, AUTO MECHANICS, FOLLOWUP STUDIES, HIGH SCHOOL STUDENTS, LONGITUDINAL STUDIES, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, PREDICTION, PREDICTIVE VALIDITY, SOCIOECONOMIC BACKGROUND, TEST CONSTRUCTION, VOCATIONAL COUNSELING
THE NATIONAL APTITUDE SURVEY ATTEMPTED TO PROVIDE A HIGH SCHOOL GUIDANCE INSTRUMENT TO IDENTIFY POTENTIAL AUTOMOTIVE REPAIRMEN. THE FORMAL REPORT INTRODUCES A GENERAL STATEMENT WITH THE NEEDS, THE ADVANTAGES, THE DEVELOPMENT, AND THE SAMPLE FOR THE SURVEY. THE SURVEY TEST MANUAL DISCUSSES ADMINISTRATION AND SCORING, NORMS AND PROFILES, RELIABILITY, VALIDITY, VALIDATED TEST USE, AND A SUMMARY. THE SURVEY DEVELOPED THROUGH FOUR STAGES--(1) THE TEST BATTERYS PRESENT FORM, (2) SAMPLE PREPARATION AND ACTUAL ADMINISTRATION, (3) CLERICAL MAINTENANCE OF PARTICIPANT CONTACT THROUGH THREE FOLLOW-UPS IN SIX YEARS, AND (4) BATTERY VALIDATION AND REPORT COMPILATION. THE SIX-TEST BATTERY MEASURES FACTORS CHARACTERIZING THE OCCUPATIONAL BEHAVIOR OF EMPLOYED AUTOMOTIVE REPAIRMEN. A BIOGRAPHICAL INVENTORY INVESTIGATES SOCIO-ECONOMIC AND ATTITUDINAL FACTORS. A RANDOMLY SELECTED, NATIONALLY REPRESENTATIVE PUBLIC HIGH SCHOOL SAMPLE OF 7,265 NINTH AND 10TH GRADE BOYS WERE IDENTIFIED AND TESTED IN 1961, WITH COMPLETED INFORMATION EVENTUALLY OBTAINED FOR 80 PERCENT. THE AUTOMOTIVE AND GENERAL VOCABULARY TESTS AND THE SIX BIOGRAPHICAL INVENTORY ITEMS WERE FOUND TO BE THE BEST PREDICTORS. THE RESULTING GUIDE ESTIMATES A BOYS CHANCES OF BECOMING A REPAIRMAN WITHIN THREE YEARS OF GRADUATION. (WR)
ERIC: ED018835

3225 NATIONAL ASSESSMENT OF THE NEW CAREERS PROGRAM, JULY 1967-OCTOBER 1969. FINAL REPORT. JUL 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVUKM
NOTES: 148P.; INCLUDES SUPPLEMENT OF MANPOWER REGIONAL DATA
CAREER OPPORTUNITIES, COST EFFECTIVENESS, DEMOGRAPHY, DISADVANTAGED GROUPS, EDUCATIONAL FACILITIES, FEDERAL PROGRAMS, HUMAN SERVICES, JOB TRAINING, MANPOWER UTILIZATION, NATIONAL SURVEYS, NONPROFESSIONAL PERSONNEL, PARTICIPANT SATISFACTION, PROGRAM EVALUATION, RECRUITMENT, VOCATIONAL DEVELOPMENT, NEW CAREERS
AN IN-HOUSE ASSESSMENT OF THE NEW CAREERS PROGRAM, NATIONWIDE, COVERED 112 PROJECTS. INFORMATION WAS OBTAINED ON PROGRAM COMPONENTS, ENROLLEE DATA, EFFECT OF AFFILIATION, AND BENEFITS AND COSTS OF TRAINING. THE REPORT DESCRIBES TYPES OF AGENCIES TRAINING NEW CAREERISTS, RECRUITMENT AND SELECTION PROCEDURES, SUPPORTIVE SERVICES BEING USED, EDUCATION AND TRAINING, AND CAREER DEVELOPMENT PRACTICES. ATTITUDINAL QUESTIONNAIRES MEASURED IMPACT OF PROGRAM ON ENROLLEES. (AUTHOR)
ERIC: ED075585 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 209 824, MF $0.95, HC $3.00)

3226 A NATIONAL ATTITUDE STUDY OF TRAINEES IN MDTA INSTITUTIONAL PROGRAMS. FINAL REPORT. AUG 70
GURIN, GERALD
MICHIGAN UNIV., ANN ARBOR. SURVEY RESEARCH CENTER. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C.; DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 268P.
ATTITUDES, BIBLIOGRAPHIES, EMPLOYMENT LEVEL, FAMILY STATUS, FEMALES, INCOME, JOB PLACEMENT, JOB SATISFACTION, JOB SKILLS, LONGITUDINAL STUDIES, MALES, MARITAL STATUS, MOTIVATION, PARTICIPATION, QUESTIONNAIRES, RACE, SELF CONCEPT, TRAINEES, VALUES, VOCATIONAL RETRAINING, WAGES
COVERING 5,891 TRAINEES IN A NATIONWIDE SAMPLE OF 324 MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) CLASSES, THIS LONGITUDINAL STUDY CONCENTRATED ON HOW TRAINEE ATTITUDES AND MOTIVES RELATE TO PROGRAM COMPLETION VERSUS DROPPING OUT, AND TO SUBSEQUENT JOB HISTORIES. WAGE RATE, EXTENT OR DURATION OF EMPLOYMENT, COMPLETION, DROPOUT STATUS (FOR EMPLOYMENT, FOR OTHER REASONS, OR DISCHARGED), AND RELEVANCE OF MDTA TRAINING TO SUBSEQUENT WORK, WERE USED AS MAJOR CRITERIA OF PROGRAM SUCCESS. RACIAL AND SEX DIFFERENCES IN LIFE CYCLE STAGE (MARITAL AND FAMILY STATUS), ECONOMIC RESOURCES AND PRESSURES, ATTITUDES TOWARD WORK AND SKILL LEARNING,) EFFICACY (SENSE OF CONTROL OVER ONES FATE), SELF-CONCEPT, AND VALUES, WERE SURVEYED BY QUESTIONNAIRE. PROGRAM AND INDIVIDUAL FACTORS (JOB SEEKING, SKILL LEVEL, IMPACT OF TRAINING, JOB PLACEMENT, AND OTHERS) WERE EXAMINED IN TERMS OF PARTICIPATION (COMPLETION OR DROPPING OUT), WAGE RATES, AND EMPLOYMENT LEVEL. IN ADDITION, EFFECTS OF THE ADMINISTRATION OF THE QUESTIONNAIRE ITSELF WERE NOTED. (LY)
ERIC: ED045993 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-193-723, MF $0.95, HC $3.00)

3227 NATIONAL CLEARINGHOUSE ON OFFENDER EMPLOYMENT RESTRICTIONS. FINAL REPORT 1 FEB 76
HUNT, JAMES W.
AMERICAN BAR ASSOCIATION, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DLMA-82-11-72-02
NOTES: 33P.; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL REPRODUCIBILITY
CERTIFICATION, CORRECTIONAL REHABILITATION, CRIMINALS, DISCRIMINATORY LEGISLATION, EMPLOYMENT, EMPLOYMENT PRACTICES, EMPLOYMENT PROBLEMS, EQUAL OPPORTUNITIES (JOBS), INFORMATION DISSEMINATION, LABOR LEGISLATION, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, REHABILITATION PROGRAMS, STATE ACTION, STATE LEGISLATION, EXOFFENDERS
THE REPORT DESCRIBES A PROJECT, THE NATIONAL CLEARINGHOUSE ON OFFENDER EMPLOYMENT RESTRICTIONS, DESIGNED TO DEVELOP A PROGRAM TO HELP IN THE REMOVAL OF FORMAL BARRIERS TO JOB OPPORTUNITIES FOR EX-OFFENDERS. THE REPORT DESCRIBES THE PROJECTS EFFORT IN GATHERING RESEARCH AND DEVELOPMENT MATERIALS RELATING TO LICENSING RESTRICTIONS AND OTHER EMPLOYMENT PROBLEMS OF EX-OFFENDERS; PACKAGING AND DISTRIBUTING SUCH MATERIALS TO BAR ASSOCIATIONS AND OTHER GROUPS; CONDUCTING WORKSHOPS, PANELS, AND CONFERENCES; AND PROVIDING CONSULTATIVE SERVICES IN THE REMOVAL OF SUCH RESTRICTIONS. THE REPORT ALSO SUMMARIZES STATE EFFORTS TO ALLEVIATE EX-OFFENDER EMPLOYMENT RESTRICTIONS IN THE 21 STATES WHERE RESTRICTIONS HAVE BEEN REMOVED AND IN THE 26 STATES AND THE DISTRICT OF COLUMBIA WHERE LEGISLATIVE ACTION IS PENDING OR HAS BEEN DEFEATED. THE REPORT FINALLY EXAMINES THE GENERAL EFFECT OF REMEDIAL LEGISLATION IN THE 21 STATES WHERE IT IS IN EFFECT AND DISCUSSES SPECIFIC EFFECTS OF SUCH LEGISLATION IN CONNECTICUT, NEW JERSEY, ARKANSAS, ILLINOIS, COLORADO, WASHINGTON, AND HAWAII. (JR)
ERIC: ED121980 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (NO PRICE) GIVEN)

3226 NATIONAL CONFERENCE ON MANPOWER TRAINING AND THE OLDER WORKER (WASHINGTON, D.C., JANUARY 17-19, 1966). 66
DEPARTMENT OF HEALTH, EDUCATION AND WELFARE, WASHINGTON, D.C.; DEPARTMENT OF LABOR, WASHINGTON, D.C.; NATIONAL COUNCIL ON THE AGING, INC., NEW YORK, N.Y.
NOTES: 772P.
ACTION PROGRAMS (COMMUNITY), ADULT BASIC EDUCATION, ADULT LEARNING, ADULT VOCATIONAL EDUCATION, CONFERENCES, COUNSELING, DISADVANTAGED GROUPS, EDUCATIONAL DISCRIMINATION, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PRACTICES, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, MANPOWER UTILIZATION, MIDDLE AGED, MOTIVATION, OLDER ADULTS, RECRUITMENT, SELECTION, STATE FEDERAL SUPPORT, TRAINING TECHNIQUES, UNEMPLOYED, VOCATIONAL COUNSELING, VOCATIONAL REHABILITATION
APPROXIMATELY 225 REPRESENTATIVES OF PUBLIC AND PRIVATE EDUCATION, MANAGEMENT, LABOR, AND FEDERAL, STATE, AND LOCAL AGENCIES PARTICIPATED IN THE CONFERENCE WHICH AIMED TO PROVIDE A COMMON PLATFORM FOR THE MOST INFORMED PEOPLE FROM MANY DISCIPLINES TO FOCUS ON THIS LARGELY UNEXPLORED AREA, IDENTIFY SUCCESSFUL PROGRAMS AND TECHNIQUES, AND IDENTIFY GAPS IN KNOWLEDGE AND SERVICES AND TO CHART DIRECTIONS FOR NEEDED RESEARCH AND ACTION. A TRANSCRIPT OF THE FOLLOWING PANEL AND WORKSHOP SESSIONS IS GIVEN--(1) COMMUNITY ACTION ON OLDER WORKER TRAINING AND EMPLOYMENT--HOW TO GET IT AND MAINTAIN IT, (2) REACHING OUT TO FIND AND MOTIVATE THE HARD-CORE UNEMPLOYED OLDER WORKER, (3) SELECTION FOR TRAINING--DO PRESENT PRACTICES MILITATE AGAINST OLDER WORKERS, (4) THE ROLE OF PERSONAL COUNSELING AND SUPPORTIVE SERVICES IN THE TRAINING AND PLACEMENT OF DISPLACED AND DISADVANTAGED OLDER WORKERS, (5) NEW FIELDS OF EMPLOYMENT AND VOCATIONAL TRAINING FOR OLDER WORKERS, (6) BASIC EDUCATION FOR ADULTS--ARE SPECIAL TOOLS AND TECHNIQUES NEEDED, (7) VOCATIONAL TRAINING FOR ADULTS--DOES IT PAY, ARE SPECIAL TECHNIQUES NEEDED, (8) AGE RESTRICTIONS IN HIRING--SOME EFFORTS TO OVERCOME THEM, AND (9) EMPLOYMENT SERVICES FOR OLDER WOMEN--WHAT MORE IS NEEDED. THE APPENDIX CONTAINS (1) A STAFF REPORT ON THE CONFERENCE FINDINGS, (2) CONGRESSIONAL TESTIMONY BY CHARLES E. COELL, (3) EQUAL OPPORTUNITIES FOR THE OLDER WORKER, BY MILTON ROSENBERG, (4) METHODS OF VOCATIONAL TRAINING FOR OLDER WORKERS IN FRENCH NATIONAL RAILWAYS, BY A. CONQUERET, AND A LIST OF CONFERENCE PARTICIPANTS. (EM)
ERIC: ED016111

3229 NATIONAL CONFERENCE ON PRE-RELEASE, A SYMPOSIUM ON ADULT OFFENDER PROGRAMS, HALFWAY HOUSE, PRE-RELEASE, AND WORK RELEASE. 67
KILLINGER, GEORGE G., ED., AND OTHERS
SAM HOUSTON STATE COLL., HUNTSVILLE, TEX. INST. OF CONTEMPORARY CORRECTIONS AND THE BEHAVIORAL SCIENCES.;TEXAS DEPT. OF CORRECTIONS, HUNTSVILLE.
NOTES: 108P.PROCEEDINGS OF A CONFERENCE (HUNTSVILLE, TEX., NOV. 1-4, 1967.
CONFERENCE REPORTS, VOCATIONAL EDUCATION, REHABILITATION PROGRAMS, CORRECTIONAL REHABILITATION, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, EDUCATIONAL NEEDS, EMPLOYMENT PROGRAMS, WORK EXPERIENCE PROGRAMS, PRISONERS, DRUG ADDICTION
SEVENTY-FOUR PARTICIPANTS ATTENDED THE 4-DAY NATIONAL CONFERENCE ON PRE-RELEASE PROGRAMS FOR A SYMPOSIUM ON ADULT OFFENDER PROGRAMS. PRESENTATIONS HEARD INCLUDED (1) HALFWAY HOUSE PROGRAMS--A NATIONAL OVERVIEW BY O.J. KELLER, JR., (2) THE EVOLVING PROGRAM OF A PRIVATELY OPERATED HALFWAY HOUSE BY ROBERT P. TAYLOR, (3) THE EMPLOYMENT PROGRAM OF A HALFWAY HOUSE FOR NARCOTIC ADDICTS BY KEITH TURKINTON, (4) CORRECTIONAL ASSUMPTIONS AND THEIR PROGRAM IMPLICATIONS BY VINCENT OLEARY, (5) THE CHANGING PROGRAM OF PRE-RELEASE AT THE FEDERAL LEVEL BY GERALD A. COLLINS, (6) A WARDEN LOOKS AT PRE-RELEASE BY J.E. BAKER, (7) THE STEP PROGRAM AND WORK RELEASE BY ROBERT E. JOYCE, (8) MANAGEMENT AND OPERATION OF A WORK RELEASE PROGRAM BY ROBERT ANDERSON, AND (9) THE NEWS MEDIA AND WORK RELEASE BY KUYK LOGAN. (JS)
AIM/ARM: VT013329 SAM HOUSTON STATE COLLEGE, INSTITUTE OF CONTEMPORARY CORRECTIONS AND THE BEHAVIORAL SCIENCES, HUNTSVILLE, TEXAS 77340 (NO CHARGE).

3230 NATIONAL EVALUATION OF MANPOWER SERVICES FOR VETERANS, VOLUME I OF II. EVALUATION REPORT. FINAL REPORT. OCT 72
BERRY, DALE W.;VAN DRESSER, STEVEN L.
KIRSCHNER ASSOCIATES, INC., ALBUQUERQUE, N. MEX. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
NOTES: 226P.
EMPLOYMENT SERVICES, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, NATIONAL PROGRAMS, PROGRAM ADMINISTRATION, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, PUBLIC POLICY, TRANSFER OF TRAINING, VETERANS, VOCATIONAL ADJUSTMENT, PROJECT TRANSITION
THIS IS VOLUME I OF A 2-VOLUME REPORT WHICH CONSTITUTES A NATIONAL EVALUATION OF MANPOWER SERVICES BEING PROVIDED TO VETERANS PRIMARILY THROUGH THE NATIONWIDE NETWORK OF EMPLOYMENT SERVICE AGENCIES. IT ASSESSES AND ANALYZES THE NATURE AND EXTENT OF MANPOWER SERVICES AVAILABLE TO VETERANS, THE RELEVANCE AND QUALITY OF THE SERVICES, THE EFFECTIVENESS OF THE DELIVERY SYSTEM, AND THE ADMINISTRATION OF MANPOWER SERVICES TO VETERANS. THE DATA WERE COLLECTED PRINCIPALLY THROUGH MORE THAN 4,000 PERSONAL INTERVIEWS WITH PUBLIC OFFICERS, EMPLOYERS, AND VETERANS IN 25 SITES NATIONALLY. CONCLUSIONS DRAWN FROM THE STUDY INDICATE THAT WE DO NOT HAVE A COMPREHENSIVE POLICY DESIGNED TO DEAL WITH THE EMPLOYMENT PROBLEMS OF RETURNING VETERANS. POSSIBLE SOLUTIONS TO THESE PROBLEMS ARE OUTLINED, INVOLVING PUBLIC SERVICE EMPLOYMENT PROGRAMS OR SUBSIDIZED PRIVATE EMPLOYMENT PROGRAMS, WITH THE EXPANSION OF PROJECT TRANSITION TO OBVIATE THE PROBLEM OF CONVERSION OF MILITARY SKILLS TO CIVILIAN OCCUPATIONS. VOLUME II OF THIS REPORT IS AVAILABLE IN THIS ISSUE AS VT 020 234. (MF)
ERIC: ED076844 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA 22151 (PB 213 489, MF $0.95, HC $6.75)

3231 NATIONAL EVALUATION OF MANPOWER SERVICES FOR VETERANS, VOLUME II OF II. INVENTORY OF SERVICES OPERATED OR COORDINATED BY NATIONAL ORGANIZATIONS. FINAL REPORT. OCT 72
BERRY, DALE W.;AND OTHERS
KIRSCHNER ASSOCIATES, INC., ALBUQUERQUE, N. MEX. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
NOTES: 206P.
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PROGRAM DESCRIPTIONS, VETERANS, VOCATIONAL COUNSELING, VOCATIONAL DEVELOPMENT
THIS VOLUME CONTAINS AN INVENTORY OF PROGRAMS OF NATIONAL ORGANIZATIONS WHICH OFFER MANPOWER SERVICES TO VETERANS OF THE UNITED STATES ARMED FORCES. THE PROGRAMS AND COMPONENTS DESCRIBED OFFER EMPLOYMENT OPPORTUNITIES, JOB REFERRALS, AND EMPLOYABILITY DEVELOPMENT OR COUNSELING. THE INVENTORY PRESENTS BOTH FEDERAL PROGRAMS AND PROGRAMS OPERATED BY PRIVATE ORGANIZATIONS. PROGRAMS INITIATED AT THE LOCAL LEVEL WHICH DO NOT HAVE NATIONAL COORDINATION ARE NOT INCLUDED. AN INDEX CLASSIFIES THE PROGRAMS BY THE PRINCIPAL TYPES OF SERVICES OFFERED AND BY SPECIAL GROUPS OF VETERANS SERVED. VOLUME I OF THIS REPORT IS AVAILABLE IN THIS ISSUE AS VT 020 235. (MF)
ERIC: ED076843 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB 213 490, MF $.95, HC $6.00)

3232 NATIONAL EVALUATION OF NDTA APPRENTICE TRAINING MAY 76
DICKERSON, JACK;DAVIN, EDWARD P.;BELL, LYNN;JACOBS, MARC;MORRELL, ANDR
KIRSCHNER ASSOCIATES, INC., WASHINGTON, D.C. EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION AND RESEARCH.
CONTRACT NO. DL-13-11-74-01
NOTES: FINAL REPT. 261P
APPRENTICESHIPS, SPECIALIZED TRAINING, PERFORMANCE EVALUATION, CONSTRUCTION INDUSTRY, MANPOWER DEVELOPMENT PROGRAMS, VETERANS(MILITARY PERSONNEL), NTISLABPEE
THIS REPORT IS A NATIONWIDE ASSESSMENT OF VARIOUS FORMS OF APPRENTICESHIP TRAINING FOR SPECIAL WORKER GROUPS (ESPECIALLY MINORITIES, DISADVANTAGED WORKERS AND VIETNAM VETERANS) IN SELECTED CONSTRUCTION TRADES. THE TRAINING WAS PROVIDED BY NATIONAL UNIONS AND EMPLOYER GROUPS UNDER DEPARTMENT OF LABOR CONTRACTS.
NTIS: PB-257 056/2ST NTIS PRICES PC$9.00/MF$3.00

3233 NATIONAL EVALUATION OF OPERATION MAINSTREAM. PHASE I THE GREEN THUMB-GREEN LIGHT PROGRAM. FINAL REPORT FOR PHASE I OF III. JAN 71
BERRY, DALE W.;AND OTHERS
KIRSCHNER ASSOCIATES, INC., ALBUQUERQUE, N. MEX. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF POLICY, EVALUATION, AND RESEARCH.
NOTES: 235P.
COMMUNITY PROGRAMS, CROSS SECTIONAL STUDIES, DATA ANALYSIS, NATIONAL PROGRAMS, OLDER ADULTS, PROGRAM EVALUATION, SAMPLING, UNEMPLOYED, VOCATIONAL EDUCATION, GREEN THUMB GREEN LIGHT PROGRAM (THE), OPERATION MAINSTREAM
THIS EVALUATION REPORT ON THE GREEN THUMB PROGRAM IS THE FIRST IN A SERIES OF THREE REPORTS THAT WILL CONSTITUTE A COMPREHENSIVE EVALUATION OF OPERATION MAINSTREAM (OM). OPERATION MAINSTREAM IS A COLLECTION OF PROGRAMS DESIGNED TO EMPLOY AS ENROLLEES POOR, CHRONICALLY UNEMPLOYED ADULTS. THIS EVALUATION RELIES PRIMARILY ON CROSS-SECTIONAL AND BEFORE-AND-AFTER ANALYSIS TO DETERMINE PROGRAM IMPACT WITHIN THE SAMPLE OM COMMUNITIES. THE REPORT EVALUATES THE GREEN THUMB-GREEN LIGHT PROGRAM ON TWO LEVELS (1) THE DEGREE OF CORRESPONDENCE BETWEEN PROGRAM GOALS AND THE CONGRESSIONAL INTENT FOR THE MAINSTREAM PROGRAM, AND (2) THE EFFECTIVENESS OF PROGRAM DESIGN AND OPERATION IN ACHIEVING PROGRAM OBJECTIVES. RECOMMENDATIONS ARE (1) THE BASIC STRATEGY AND EMPHASIS OF THE PROGRAM SHOULD BE MODIFIED SO THAT THE PROGRAM PROVIDES MORE SERVICES OF DIRECT BENEFIT TO THE POOR AND AGED, (2) CONSIDERATION SHOULD BE GIVEN TO THE STRATEGY OF CONCENTRATING

(CONT.)
3233 EFFORTS AND RESOURCES IN ORDER TO INTENSIFY IMPACT AND TO FACILITATE ADMINISTRATION, (3) THE ADVISORY COMMITTEE SHOULD BE STRENGTHENED, (4) SUPPORTIVE SERVICES SHOULD BE GIVEN MORE EFFORT, (5) ANNUAL MEDICAL EXAMINATIONS AND SAFETY TRAINING SHOULD BE INSURED, AND (6) PROCEDURES SHOULD BE INSTITUTED TO INSURE THAT ENROLLEES UNDERSTAND THE REASONS FOR THEIR TERMINATION. (G3)
ERIC: ED052345 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 197609, MF $0.95; SEE CATALOG FOR HARD COPY PRICE)

3234 NATIONAL HIGH SCHOOL DEBATE TOPIC (1973-74) (WHAT SHOULD BE THE ROLE OF THE FEDERAL GOVERNMENT IN EXTENDING PUBLIC ASSISTANCE TO ALL AMERICANS LIVING IN POVERTY) PRIMARY RESOURCES. MAY 73
REYNOLDS, WILLIAM M., ED.
SPEECH COMMUNICATION ASSOCIATION, NEW YORK, N.Y.
NOTES: 900P.
DEBATE, ECONOMICALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, FEDERAL GOVERNMENT, FEDERAL PROGRAMS, GOVERNMENT ROLE, GUARANTEED INCOME, LOW INCOME GROUPS, POVERTY PROGRAMS, UNEMPLOYMENT, WELFARE, NATIONAL HIGH SCHOOL DEBATE RESOLUTIONS (1973 74)
THE NATIONAL HIGH SCHOOL DEBATE PROBLEM AREA FOR 1973-74 CENTERS ON THE QUESTIONS, WHAT IS THE ROLE OF THE FEDERAL GOVERNMENT IN EXTENDING PUBLIC ASSISTANCE TO ALL AMERICANS LIVING IN POVERTY THIS COLLECTION OF FEDERAL GOVERNMENT DOCUMENTS AND PERIODICAL ARTICLES SUPPLEMENTS THE ERIC FIRST ANALYSIS OF THE TOPIC (CS 500 193) AND FOCUSES ON THREE SELECTED RESOLUTIONS AND DISCUSSION TOPICS, I.E., THE ROLE OF THE FEDERAL GOVERNMENT IN GUARANTEEING A MINIMUM ANNUAL INCOME, PROVIDING A FULL EMPLOYMENT PROGRAM, OR ENACTING A PROGRAM OF COMPREHENSIVE WELFARE. THE COLLECTION IS CONTAINED ON TEN MICROFICHE WITH APPROXIMATELY 90 PAGES ON EACH FICHE, A TOTAL OF 900 PAGES OF RELEVANT MATERIAL. (RN)
ERIC: ED073516 SPEECH COMMUNICATION ASSOCIATION, STATLER HILTON HOTEL, NEW YORK, N.Y. 10001 (1 PACKET OF 10 MICROFICHE, $3.50 PREPAID)

3235 THE NATIONAL LONGITUDINAL SURVEYS HANDBOOK. DEC 73
OHIO STATE UNIV., COLUMBUS. CENTER FOR HUMAN RESOURCE RESEARCH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. INTERNATIONAL MANPOWER INST.
NOTES: 55P.
EMPLOYMENT EXPERIENCE, ENVIRONMENTAL INFLUENCES, LABOR CONDITIONS, LABOR FORCE, LABOR MARKET, LONGITUDINAL STUDIES, NATIONAL SURVEYS, RESEARCH METHODOLOGY, SAMPLING, SOCIOECONOMIC BACKGROUND, WORK ATTITUDES, NATIONAL LONGITUDINAL SURVEYS
THIS VOLUME DISCUSSED THE RESEARCH METHODOLOGY USED IN THE NATIONAL LONGITUDINAL SURVEYS OF LABOR MARKET ECPERIENCE (NLS). THE SURVEY STUDIED EMPLOYMENT MARKET CONDITIONS FOR FOUR GROUPS IN THE LABOR FORCE MEN, AGED 45-59; WOMEN, AGED 30-44; YOUNG MEN, AGED 14-24; AND YOUNG WOMEN, AGED 14-24. DATA WERE COLLECTED ON 20,000 INDIVIDUALS OVER A FIVE YEAR PERIOD. THIS INFORMATION INCLUDED WORK EXPERIENCE, UNEMPLOYMENT, COMMUTING COSTS, SOCIOECONOMIC VARIABLES, MARITAL AND FAMILY STATUS, JOB ATTITUDES AND ASPIRATIONS, ENVIRONMENTAL VARIABLES, AND FINANCIAL CONSIDERATIONS. DATA COLLECTION WAS PERFORMED BY USE OF INTERVIEW AND QUESTIONNAIRE. INFORMATION ON ACCESS TO NLS DATA TAPES AND DESCRIPTIONS OF THEIR TERMINOLOGY AND FILING SYSTEMS WERE INCLUDED. (SM)
ERIC: ED100987

3236 THE NATIONAL LONGITUDINAL SURVEYS: NEW VISTAS FOR LABOR MARKET RESEARCH 1975
PARNES, H.S.
THE AMERICAN ECONOMIC REVIEW, VOL.65, NO.2, MAY 1975, P. 244-249. BIBLIOG. 11
DATA BASES, ECONOMICS, GOVERNMENT AGENCY, HUMAN RESOURCE DEVELOPMENT, LABOR MARKET, RESEARCH AND DEVELOPMENT, SURVEY, UNITED STATES
DATA TAPES JOINTLY PREPARED BY THE U.S. CENSUS BUREAU AND THE OHIO STATE UNIVERSITY CENTER FOR HUMAN RESOURCE RESEARCH CONSTITUTE NATIONAL LONGITUDINAL SURVEYS IN 4 POPULATION SUBSETS OF THE LABOR MARKET. EXAMPLES OF RESEARCH DONE AND DATA BASE FACTS ARE GIVEN.
MGMT: AER75E0244

3237 A NATIONAL MANPOWER POLICY TRAINING AND EMPLOYING THE UNEMPLOYABLES 26 JAN 73
GOETTEL, DONALD J.
ARMY WAR COLL CARLISLE BARRACKS PA
NOTES: MONOGRAPH 34P
MANPOWER, TRAINING, MANAGEMENT PLANNING, EMPLOYMENT, UNEMPLOYABLE PERSONS, MANPOWER DEVELOPMENT PROGRAMS, POLICIES, DISADVANTAGED GROUPS
CURRENT MANPOWER POLICIES HAVE BEEN CHARACTERIZED AS EXPERIMENTATION WITH IDEOLOGY, METHODS AND PROGRAMS AIMED AT PROVIDING AN OPTIMUM SOLUTION TO THE UNEMPLOYMENT DILEMMA OF THE DISADVANTAGED. A PROLIFERATION OF PROGRAMS AND A LACK OF LONG-RANGE PLANNING HAS BEEN INHERENT DURING THE 1960S. THE REPORT NOTES, HOWEVER, THAT ALTHOUGH A SUITABLE MEANS OF EVALUATING THE EFFICIENCY OF THE PROGRAM WAS NOT AVAILABLE, NEEDS WERE PROBED, LESSONS WERE LEARNED, AND USEFUL SERVICES WERE IDENTIFIED. THE PRESENT RESEARCH CONSISTED OF A REVIEW OF SELECTED LITERATURE AND A CRITIQUE OF CONTEMPORARY MANPOWER PROGRAMS WHICH EMERGED DURING THE 1960S. AN ANALYSIS OF THE SUCCESSES AND FAILURES PROVIDED THE BASIS FOR SOME CONCLUSIONS.
NTIS: AD-760 898 NTIS PRICES PC$3.00/MF$0.95

3238 NATIONAL MANPOWER POLICY AND PUBLIC SERVICE EMPLOYMENT W 71
HARRISON, BENNETT
NEW GENERATION;53:1:3-14

(CONT.)
3238 DISADVANTAGED GROUPS, GOVERNMENT EMPLOYEES, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION
ERIC: EJ036217

3239 NATIONAL PILOT PROGRAM ON HOUSEHOLD EMPLOYMENT (JANUARY 16, 1967-MARCH 15, 1971). FINAL REPORT. MAY 71
MCNULTY, HESTER P.;JONES, ANNIE B.
TRIMBLE (H. K.) ASSOCIATES, INC., ANNANDALE, VA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 335P.
DISADVANTAGED GROUPS, DOMESTICS, FEMALES, JOB DEVELOPMENT, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, OCCUPATIONAL GUIDANCE, PILOT PROJECTS, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, WORK ATTITUDES
TO DETERMINE THE FEASIBILITY OF DIFFERENT APPROACHES IN RESTRUCTURING THE HOUSEHOLD EMPLOYMENT OCCUPATION TO MAKE IT MORE ATTRACTIVE AND REWARDING, EIGHT EXPERIMENTAL AND DEMONSTRATION PROJECTS PROVIDED TRAINING, COUNSELING, AND PLACEMENT SERVICES FOR WOMEN WHO WERE INTERESTED IN HOUSEHOLD OCCUPATIONS. ALL OF THE PROGRAMS SOUGHT TO IMPROVE THE SELF-IMAGE OF THE TRAINEE AND CREATE A FEELING OF PRIDE FOR THE OCCUPATION IN ADDITION TO UPGRADING SKILL AND PERFORMANCE LEVELS. FOUR OF THE PROJECTS PROVIDED TRAINING AND PLACEMENT WITH SOME FOLLOWUP TO ASSURE MAINTENANCE OF EMPLOYMENT STANDARDS. THE OTHER FOUR WERE BUSINESS-ORIENTED AND CONTRACTED WITH EMPLOYERS FOR THE SERVICES OF TRAINED GRADUATES. TRAINING AND COUNSELING PROGRAMS THAT BUILT UPON PREVIOUS KNOWLEDGE AND ENCOURAGED DECISION-MAKING AND EVALUATION OF ALTERNATIVES WERE MORE EFFECTIVE THAN THOSE THAT ATTEMPTED TO START OVER AND REMAKE THE TRAINEE. FROM 1,212 PARTICIPANTS, THERE WERE 804 GRADUATES FROM THE EIGHT PROJECTS, AND 555 (70 PERCENT) WERE EMPLOYED. THE SKILL LEVEL AND PERFORMANCE, SELF-CONFIDENCE, AND APPEARANCE OF MOST OF THE GRADUATES HAD IMPROVED MARKEDLY. GRADUATES RECEIVED SUBSTANTIALLY HIGHER WAGES THAN PREVAILING RATES IN THE AREA PLUS GREATER BENEFITS. DESCRIPTIONS OF THE EIGHT PROJECTS ARE INCLUDED. (AUTHOR/SB)
ERIC: ED058404 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 199 476, MF $.95; SEE CATALOG FOR HARDCOPY PRICE)

3240 A NATIONAL PROFILE OF BLACK YOUTH CLASS OF 1971. JAN 72
NATIONAL SCHOLARSHIP SERVICE AND FUND FOR NEGRO STUDENTS, NEW YORK, N.Y.
NOTES: 115P.; NSSFNS RESEARCH REPORTS, VOL. 1, NO. 1
CAREER CHOICE, COLLEGE CHOICE, HIGHER EDUCATION, HIGH SCHOOL STUDENTS, NEGRO EDUCATION, NEGRO STUDENTS, SECONDARY EDUCATION, STUDENT CHARACTERISTICS, STUDENT OPINION
THE PURPOSE OF THIS REPORT IS TO PRESENT DESCRIPTIVE DATA COLLECTED IN THE SPRING AND FALL OF 1970 FROM A NATIONAL SAMPLE OF OVER 54,000 BLACK HIGH SCHOOL JUNIORS AND SENIORS. THE DATA WERE COLLECTED AS PART OF A PROGRAM DESIGNED TO PROVIDE COUNSELING AND GUIDANCE SERVICES TO BLACK YOUTH, AND TO ESTABLISH A NATIONAL LONGITUDINAL DATA RESOURCE FOR RESEARCH ANALYSIS. SOME OF THE MAJOR FINDINGS OF THE STUDY INCLUDE (1) OF THE MORE THAN 54,000 STUDENT RESPONDENTS, 60% WERE FEMALES; (2) ALMOST TWO-THIRDS OF THE STUDENTS ASPIRE TO ATTAIN A BACHELORS OR MASTERS LEVEL DEGREE; (3) ALMOST 90% WOULD BE WILLING TO WORK FULL-TIME IF THIS WERE NECESSARY TO STAY IN COLLEGE; (4) THE MOST POPULAR CAREER CHOICES SELECTED BY THESE STUDENTS ARE IN THE EDUCATION AND BUSINESS FIELDS; (5) OVER 90% FEEL THAT IMPORTANT REASONS FOR GOING TO COLLEGE ARE TO LEARN MORE, GET A BETTER JOB, AND FULFILL A NEED FOR COLLEGE TRAINED BLACK PEOPLE; (6) 13% REPORT THAT THERE ARE 8 OR MORE DEPENDENTS IN THEIR FAMILIES; (7) SLIGHTLY MORE THAN 14% COME FROM HOMES WHERE THE ANNUAL GROSS INCOME IS $12,000 OR MORE; AND (8) A MAJORITY OF THE RESPONDENTS INDICATED THAT THEY THINK STUDENTS LEARN MOST FROM BOOKS AND TEACHERS, AND LEAST FROM PEOPLE IN THE COMMUNITY AND OTHER STUDENTS. (HS)
ERIC: ED066120 PUBLICATIONS DIVISION, SURVEY RESEARCH SERVICES, NATIONAL COMPUTER SYSTEMS, 4401 W. 76TH STREET, MINNEAPOLIS, MINNESOTA 55435 ($5.00)

3241 NATIONAL RURAL MANPOWER CONFERENCE SUMMARY OF PROCEEDINGS (ATLANTA, GEORGIA, JANUARY 18-20, 1971). 20 JAN 71
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 71P.
AGENCY ROLE, CONFERENCE REPORTS, DELIVERY SYSTEMS, EMPLOYMENT TRENDS, INTERAGENCY COORDINATION, MANPOWER DEVELOPMENT, MIGRANT WORKERS, PROGRAM DESCRIPTIONS, RURAL AREAS, SPEECHES, STATE AGENCIES, WORKSHOPS
AN ANNUAL EVENT SINCE 1951, THIS CONFERENCE WAS HELD TO (1) REVIEW THE PREVIOUS YEARS ACTIVITIES OF THE RURAL MANPOWER SERVICE AND ITS COOPERATING AGENCIES; (2) DISCUSS PLANS FOR THE NEW YEAR; AND (3) STUDY THE PROBLEMS OF RURAL AREAS. MOST OF THE 250 PERSONS ATTENDING THE 3-DAY CONFERENCE WERE OFFICIALS OF THE MANPOWER ADMINISTRATION AND ITS AFFILIATED STATE AGENCIES. THE SPEECHES, WORKSHOPS, AND SPECIAL MEETINGS REVEALED A DEFINITE BREAK WITH THE PAST. THE NEW STRATEGY OF THE RURAL MANPOWER SERVICE PLACED LESS EMPHASIS ON FARM PLACEMENT ACTIVITY AND MORE ON EXPERIMENTATION TO FIND NEW WAYS OF HELPING RURAL WORKERS--BOTH FARM AND NONFARM. THIS REPORT GIVES THE SPEECHES AND THE DISCUSSIONS FROM THE PLENARY SESSIONS, WORKSHOPS, AND SPECIAL MEETINGS. TOPICS COVERED INCLUDE RURAL MANPOWER STRATEGY; THE MANPOWER CHALLENGE IN RURAL AREAS; THE COMMITMENT TO SERVE RURAL AMERICA; ARTIFICIAL BARRIERS TO EMPLOYMENT--RECOGNIZING CULTURAL DIFFERENCES; AGRICULTURAL UNIONIZATION; NEW APPROACHES FOR ORGANIZING THE DELIVERY OF MANPOWER SERVICES; RURAL MANPOWER STAFF DEVELOPMENT; PROMOTION OF INVOLVEMENT AND INTERAGENCY COORDINATION; THE MIGRANT EXPERIMENTAL AND DEMONSTRATION PROJECT; AND FLORIDA AND TEXAS RECRUITMENT. (NC)
ERIC: ED100574

3242 NATIONAL RURAL MANPOWER CONFERENCE. SUMMARY OF PROCEEDINGS (JANUARY 10-12, 1972, SAN DIEGO, CALIFORNIA). 12 JAN 72
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 54P.
AGENCY ROLE, CONFERENCE REPORTS, DELIVERY SYSTEMS, INTERAGENCY COORDINATION, MANPOWER DEVELOPMENT, MIGRANT WORKERS, PROGRAM DESCRIPTIONS, RURAL AREAS, RURAL POPULATION, SPEECHES, STATE AGENCIES
THE ANNUAL CONFERENCE WAS HELD TO (1) REVIEW THE PREVIOUS YEARS ACTIVITIES OF THE RURAL MANPOWER SERVICE AND ITS COOPERATING AGENCIES; (2) DISCUSS PLANS FOR THE NEW YEAR; AND (3) STUDY THE PROBLEMS OF RURAL AREAS. MOST OF THE 300 PERSONS ATTENDING THE CONFERENCE WERE OFFICIALS OF THE MANPOWER ADMINISTRATION AND ITS AFFILIATED STATE AGENCIES. THE SPEECHES, PANELS, AND PLENARY SESSIONS REVEALED THE DEGREE OF PROGRESS IN BREAKING WITH THE PAST. IN KEEPING WITH THE RURAL MANPOWER SERVICES NEW STRATEGY OF LESS EMPHASIS OF FARM PLACEMENT ACTIVITY, INNOVATIVE PROGRAMS WERE INITIATED TO IMPROVE SERVICE TO BOTH FARM AND NONFARM RURAL WORKERS. THIS REPORT GIVES THE SPEECHES AND DISCUSSIONS FROM THE PLENARY SESSIONS AND PANELS. TOPICS COVERED INCLUDE ACHIEVEMENT OF EQUITY IN RURAL AMERICA; MORE JOBS FOR RURAL AMERICA; ORGANIZATION FOR DOING THE RURAL MANPOWER JOB; STATE PLANS OF SERVICE; THE NATIONAL MIGRANT FARMWORKER TRAINING PROGRAM; STAFF DEVELOPMENT AND REORIENTATION; THE RURAL MANPOWER DELIVERY SYSTEMS; THE AREA CONCEPT EXPANSION PROGRAM; SMALLER COMMUNITIES PROGRAM; OPERATION HITCHHIKE; AND CURRENTLY OPERATING PROGRAMS DESIGNED TO INCREASE THE OPPORTUNITIES FOR RURAL RESIDENTS TO SECURE JOBS. (NQ)
ERIC: ED101999

3243 NATIONAL SAMPLE OF SCIENTISTS AND ENGINEERS MEDIAN ANNUAL SALARIES, 1974. SCIENCE RESOURCES STUDIES HIGHLIGHTS, DECEMBER 22, 1975. 22 DEC 75
NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. DIV. OF SCIENCE RESOURCES STUDIES.
NOTES: 6P.; CONTAINS PRINT TOO SMALL FOR ADEQUATE REPRODUCTION
ENGINEERS, MANPOWER UTILIZATION, NATIONAL SURVEYS, NEWSLETTERS, RESEARCH, SALARIES, SCIENCE EDUCATION, SCIENTIFIC MANPOWER, SCIENTISTS, SURVEYS, NATIONAL SCIENCE FOUNDATION, NSF
REPORTED IN THIS NEWSLETTER IN NARRATIVE AND TABULAR FORM IS THE RESULT OF A 1972 PROFESSIONAL TECHNICAL AND SCIENTIFIC MANPOWER SURVEY AND A 1974 NATIONAL SURVEY OF SCIENTISTS AND ENGINEERS, WHICH ALSO CONTAINS INFORMATION FOR 1973. THE TWO SURVEYS CONTRIBUTED INFORMATION FOR A LONGITUDINAL FILE FOR WHICH DEMOGRAPHIC, EDUCATIONAL, AND EMPLOYMENT DATA WILL BE UPDATED BIENNIALLY. FROM THE DATA COLLECTED, IT WAS EVIDENT THAT THE 300,000 INDIVIDUALS IDENTIFIED AS SCIENTISTS AND ENGINEERS IN 1970 HAVE CHARACTERISTICS SIMILAR TO THOSE OF 1,400,000 FOR WHOM DETAILED CHARACTERISTICS INFORMATION WAS GENERATED. THE RESULTS OF THE ANALYSIS OF THE 1,400,000 SCIENTISTS AND ENGINEERS ARE PRESENTED IN THIS PAPER. DATA SHOWN DO NOT INCLUDE SCIENTISTS AND ENGINEERS WHO HAVE ENTERED THESE FIELDS SINCE 1970. THREE EXTENSIVE TABLES PRESENT DATA RELATING THE MEDIAN ANNUAL SALARIES OF THE 1970 SCIENCE AND ENGINEERING LABOR FORCE BY FIELD AND TYPE OF EMPLOYER IN 1974; BY FIELD AND WORK ACTIVITY, 1974; AND BY FIELD, SEX, AND HIGHEST DEGREE HELD, 1974. (E3)
ERIC: ED120003 ERIC/SMEAC, THE OHIO STATE UNIVERSITY, 1200 CHAMBERS ROAD, 3RD FLOOR, COLUMBUS, OHIO 43212 (ON LOAN)

3244 NATIONAL SAMPLE OF SCIENTISTS AND ENGINEERS PARTICIPATION IN NATIONAL PROGRAMS AND CHANGES IN EDUCATIONAL ATTAINMENT, 1972-74. SCIENCE RESOURCES STUDIES HIGHLIGHTS, AUGUST 5, 1975. 5 AUG 75
NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. DIV. OF SCIENCE RESOURCES STUDIES.
NOTES: 4P.; CONTAINS PRINT TOO SMALL FOR ADEQUATE REPRODUCTION
DEMOGRAPHY, ENGINEERS, FEDERAL AID, MANPOWER NEEDS, SCIENCE CAREERS, SCIENCE EDUCATION, SCIENTISTS, SURVEYS, NATIONAL SCIENCE FOUNDATION, NSF
IN 1972 AND 1974, THE BUREAU OF THE CENSUS, WITH SUPPORT OF THE NATIONAL SCIENCE FOUNDATION, CONDUCTED SURVEYS OF 50,000 SCIENTISTS AND ENGINEERS. THE SAMPLE REPRESENTED 1.4 MILLION INDIVIDUALS WHO HAD BEEN IDENTIFIED AS SCIENTISTS OR ENGINEERS ON THE BASIS OF A SET OF CRITERIA WHICH INCLUDED OCCUPATION, PERSONAL IDENTIFICATION, AND MAJOR SUBJECT OF HIGHEST DEGREE. FOR THIS STUDY, TOPICS SURVEYED INCLUDED AREAS OF MAJOR INTEREST, SOURCES OF FUNDING FOR PROJECTS, LEVEL OF HIGHEST DEGREE, AND AMOUNT OF SUPPLEMENTARY TRAINING. (CP)
ERIC: ED113182 ERIC/SMEAC, THE OHIO UNIVERSITY, 1200 CHAMBERS ROAD, 3RD FLOOR, COLUMBUS, OHIO 43212 (ON LOAN)

3245 A NATIONAL STUDY OF ASSISTING MANPOWER IN OPTOMETRY. AUG 71
HAFFNER, ALDEN N.; AND OTHERS
OPTOMETRIC CENTER OF NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 234P.
ANCILLARY SERVICES, CAREER EDUCATION, DISADVANTAGED GROUPS, HEALTH OCCUPATIONS, HEALTH OCCUPATIONS EDUCATION, HEALTH PERSONNEL, JOB ANALYSIS, MANPOWER NEEDS, OCCUPATIONAL CLUSTERS, OCCUPATIONAL INFORMATION, OPTOMETRISTS, QUESTIONNAIRES, TASK ANALYSIS, VISION
AS A BASIS FOR PROVIDING MEANINGFUL JOB OPPORTUNITIES FOR THE DISADVANTAGED IN HEALTH OCCUPATIONS, THIS STUDY HAS INVESTIGATED THE CURRENT NUMBER, DUTIES, AND EDUCATION AND TRAINING OF ANCILLARY OPTOMETRIC PERSONNEL AND THE PROJECTED NEED FOR SUCH EMPLOYEES. THE STUDY FURTHER DESCRIBES THE TYPE OF FORMAL TRAINING PROGRAM REQUIRED TO MEET THE INCREASED PUBLIC DEMAND FOR QUALITY OF VISION CARE AND POSTULATES CAREER LADDERS FOR TECHNICAL OCCUPATIONS IN OPTOMETRY. A STRATIFIED SAMPLE OF THE NATIONS PRACTICING OPTOMETRISTS WAS SURVEYED BY MAILED QUESTIONNAIRES. QUESTIONS WERE DESIGNED TO DETERMINE

(CONT.)

3245 THE PRESENT AND POTENTIAL UTILIZATION OF ANCILLARY OPTOMETRIC PERSONNEL AND TO REVEAL THE RELATION OF SPECIFIC JOB TASKS TO REQUISITE LEVELS OF EDUCATION AND TRAINING AND CAPACITY FOR INDEPENDENT ACTION. THIS INFORMATION, IN TURN, HAS PERMITTED THE GROUPING OF JOB TASKS INTO VARIOUS JOB DESCRIPTIONS. (NTIS)
ERIC: ED061930 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-202 913, MC $3.00, MF $1.45)

3246 THE NATIONS SCIENCE AND ENGINEERING MANPOWER RESOURCES 1976. SCIENCE RESOURCES STUDIES HIGHLIGHTS, JUNE 29, 1976. 29 JUN 76
NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. DIV. OF SCIENCE RESOURCES STUDIES.
NOTES: 6P.; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT
EMPLOYMENT STATISTICS, ENGINEERING EDUCATION, ENGINEERS, MANPOWER UTILIZATION, OCCUPATIONAL SURVEYS, RESEARCH, SCIENCE EDUCATION, SCIENTIFIC MANPOWER, SCIENTISTS, STATISTICAL STUDIES, NATIONAL SCIENCE FOUNDATION
THIS REPORT PRESENTS DATA COMPILED BY THE MANPOWER CHARACTERISTICS STUDY GROUP OF THE NATIONAL SCIENCE FOUNDATION (NSF) AS PART OF A COMPREHENSIVE PROGRAM TO MEASURE AND ANALYZE THE NATIONS SCIENCE AND ENGINEERING MANPOWER RESOURCES FOR 1976. THE DATA PRESENTED ARE BASED ON THREE SOURCES THE 1973 SURVEY OF DOCTORAL SCIENTISTS AND ENGINEERS; THE 1974 NATIONAL SURVEY OF SCIENTISTS AND ENGINEERS; AND THE 1974 SURVEY OF COLLEGE-EDUCATED MEN AND WOMEN. TABULATED DATA PRESENT (1) CHARACTERISTICS OF UNITED STATES SCIENTISTS AND ENGINEERS FOR 1974; (2) DISTRIBUTIONS OF EMPLOYED SCIENTISTS AND ENGINEERS BY FIELD AND SEX; AND (3) NUMBER OF EMPLOYED SCIENTISTS AND ENGINEERS BY FIELD AND PRIMARY WORK ACTIVITY. COMPARISONS BETWEEN SCIENTISTS AND ENGINEERS IN TERMS OF DEMOGRAPHY AND EMPLOYMENT STATISTICS ARE GIVEN. RESULTS SHOW THAT ONE SCIENTIST IN FOUR HAS EARNED A PH.D. COMPARED WITH ONE IN TWENTY AMONG ENGINEERS. THE INDUSTRIAL SECTOR OF THE ECONOMY PROVIDED THE LARGEST SOURCE OF EMPLOYMENT FOR BOTH SCIENTISTS AND ENGINEERS, AND RESEARCH AND DEVELOPMENT WERE THE DOMINANT ACTIVITIES OF BOTH SCIENTISTS AND ENGINEERS. (BT)
ERIC: ED137061

3247 THE NATIONS STAKE IN THE EMPLOYMENT OF MIDDLE-AGED AND OLDER PERSONS. JUL 71
NATIONAL COUNCIL FOR SENIOR CITIZENS, INC., WASHINGTON, D.C.
NOTES: 86P.; PRINTED FOR THE USE OF THE SPECIAL COMMITTEE ON AGING, UNITED STATES SENATE; A WORKING PAPER
ATTITUDES, ECONOMICALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, FEDERAL AID, FINANCIAL NEEDS, IMPROVEMENT PROGRAMS, INCOME, LEGISLATION, MIDDLE AGED, OLDER ADULTS, PART TIME JOBS, PROBLEM SOLVING, PROGRAM ADMINISTRATION, REPORTS, RESEARCH, RETIREMENT, SENIOR CITIZENS, WAGES, NATIONAL COUNCIL OF SENIOR CITIZENS, OPERATION MAINSTREAM
THE EFFORTS OF THE NATIONAL COUNCIL OF SENIOR CITIZENS IN OPERATING THE SENIOR COMMUNITY SERVICE PROGRAMS UNDER OPERATION MAINSTREAM ARE DESCRIBED IN SOME DETAIL. THE FOUR CHAPTERS OF THIS REPORT ARE I. URGENCY OF THE PROBLEM--THE ECONOMIC REALITIES; DEPARTMENT OF LABOR SHIFTING POSITIONS; LEGISLATIVE INITIATIVES; FEW RESULTS; AND ADMINISTRATION RESISTANCE; II. THE SENIOR AIDES PROGRAM LESSONS THAT SHOULD BE HEEDED--SCOPE OF PROJECT; NATIONAL ORGANIZATION; LOCAL ORGANIZATION; SENIOR AIDES JOBS; EXPERIENCES OF FOUR LOCAL PROJECTS; AND CONCLUSIONS; III. NEED FOR A FOCAL POINT; AND IV. RECOMMENDATIONS FOR GOVERNMENT ACTION ON EMPLOYMENT OF THE OLDER WORKER--ACTION BY CONGRESS; AND ACTION BY THE U. S. DEPARTMENT OF LABOR. FIVE APPENDIXES PRESENT THE FOLLOWING 1. STATEMENT ON POLICIES AND ORGANIZATION OF THE NATIONAL COUNCIL OF SENIOR CITIZENS; 2. MAJOR LEGISLATION CONCERNING EMPLOYMENT OF THE ELDERLY SINCE 1960; 3. HISTORY OF THE SENIOR COMMUNITY SERVICE PROGRAM; 4. THE ROLE OF THE PUBLIC EMPLOYMENT SERVICE (MANPOWER SERVICES); AND 5. SUGGESTIONS FOR IMPROVING REPORTING OF PRESENT COMMUNITY SENIOR SERVICE EMPLOYMENT PROGRAMS. (CK)
ERIC: ED061501 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (NO. 5270-1133, $0.35)

3248 THE NATIONS YOUTH AN EMPLOYMENT PERSPECTIVE JUN 77
WESTCOTT, DIANE N.
WORKLIFE;2;6;13-15
YOUTH EMPLOYMENT, UNEMPLOYMENT, EMPLOYMENT PATTERNS, URBAN YOUTH, SUBURBAN YOUTH, FEDERAL PROGRAMS, RACIAL DIFFERENCES, SEX DIFFERENCES, STATISTICAL DATA, RURAL YOUTH, UNITED STATES
DISCUSSES THE PROBLEM OF YOUTH UNEMPLOYMENT AND DESCRIBES A STUDY (UTILIZING METROPOLITAN AND NONMETROPOLITAN AREA DATA GATHERED THROUGH THE CURRENT POPULATION SURVEY DURING 1976) WHICH FOCUSED ON YOUTH LABOR FORCE PARTICIPATION AND EMPLOYMENT PATTERNS. (WL)
ERIC: EJ163901 REPRINT AVAILABLE (SEE P. VII) UMI

3249 A NATIONWIDE EVALUATION OF MDTA INSTITUTIONAL JOB TRAINING PROGRAMS. REPORT NO. 118. OCT 66
MAIN, EARL D.
NATIONAL OPINION RESEARCH CENTER, CHICAGO, ILL. OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH (DOL), WASHINGTON, D.C.
CONTRACT NO. CONTRACT-81-15-66-13
NOTES: 176P.
ADULT VOCATIONAL EDUCATION, COMPARATIVE ANALYSIS, CONTROL GROUPS, EMPLOYER ATTITUDES, EMPLOYMENT EXPERIENCE, EMPLOYMENT PATTERNS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, FOLLOWUP STUDIES, INCOME, NATIONAL SURVEYS, PARTICIPANT CHARACTERISTICS, PROGRAM ATTITUDES, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, QUESTIONNAIRES, UNDEREMPLOYED,

(CONT.)
3249 UNEMPLOYED, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA
TO LEARN WHAT EFFECTS MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) INSTITUTIONAL JOB TRAINING COURSES HAD ON INCOME AND EMPLOYMENT, A NATIONWIDE REPRESENTATIVE SAMPLE OF ABOUT 1,200 FORMER TRAINEES (784 COMPLETERS AND 413 DROPOUTS) WERE INTERVIEWED EARLY IN 1966--OVER A YEAR AFTER THEIR JOB TRAINING--TO LEARN THEIR OPINIONS OF THE PROGRAMS AND THEIR SUBSEQUENT EMPLOYMENT EXPERIENCES. A PARTIALLY MATCHED CONTROL GROUP OF 925 PERSONS WHO WERE UNEMPLOYED AT THE TIME TRAINEES ENTERED TRAINING WAS ALSO INTERVIEWED, AS WELL AS 136 PERSONS WHO HAD BEEN REFERRED TO THE COURSES BUT WHO FAILED TO ENROLL AND PARTICIPATE. THE EFFECTS OF TRAINING WERE ASCERTAINED THROUGH COMPARISON OF THE SAMPLE GROUPS, USING MULTIPLE REGRESSION ANALYSIS TO CONTROL FOR THE EFFECTS OF 10 FACTORS OTHER THAN TRAINING. A LARGE NUMBER OF TENTATIVE FINDINGS WERE REACHED, THE MOST GENERAL AND CONCLUSIVE OF WHICH WERE (1) MOST TRAINEES GAVE FAVORABLE EVALUATIONS OF THEIR TRAINING, (2) TRAINING APPARENTLY DID NOT HELP GET BETTER PAYING JOBS, BUT IT DID HELP FORMER TRAINEES TO OBTAIN MORE FULL-TIME EMPLOYMENT, AND (3) IT WAS ESTIMATED THAT BETWEEN 13 AND 23 PERCENT OF THE FULL-TIME EMPLOYMENT EXPERIENCED DURING THE PERIOD AFTER TRAINING WAS ATTRIBUTABLE TO MANPOWER DEVELOPMENT AND TRAINING ACT FOR COMPLETERS, AND BETWEEN 7 AND 19 PERCENT FOR DROPOUTS. (ET)
ERIC: ED025600 LIBRARY, NATIONAL OPINION RESEARCH CENTER, 6030 SOUTH ELLIS AVENUE, CHICAGO, ILLINOIS 60637 ($6.25).

3250 NATURAL GAS USERS SING A DIRGE 1975
BUSINESS WEEK, NO.2363, JAN 13, 1975, P. 37-40.
AUTOMOBILE INDUSTRY, COAL INDUSTRY, ECONOMICS, ENERGY, HOUSING, RAW MATERIALS, STEEL INDUSTRY, UNEMPLOYMENT
DISCUSSES THE IMPACT OF THE NATURAL GAS SHORTAGE UPON OTHER SECTORS OF THE ECONOMY.
MGMT: BWE7541337

3251 A NATURAL PAUSE 1976
FORBES, VOL.118, NO.8, OCT 15, 1976, P. 129.
DEFICIT, ECONOMICS, FINANCE, GNP, RECESSION, STATISTICS, STOCK MARKET, UNEMPLOYMENT
THE $66-BILLION FEDERAL DEFICIT IN 1976 WAS LESS THAN THE $90-BILLION EXPECTED, INDICATING THE ECONOMY IS DOING BETTER THAN THE GNP INDICATES.
MGMT: F3676J1539

3252 THE NATURE OF THE JOB PROBLEM AND THE ROLE OF NEW PUBLIC SERVICE EMPLOYMENT. JAN 69
SHEPPARD, HAROLD L.
UPJOHN (W.E.) INST. FOR EMPLOYMENT RESEARCH, KALAMAZOO, MICH.
NOTES: 35P.
UNDEREMPLOYED, UNEMPLOYED, EMPLOYMENT PATTERNS, EMPLOYMENT OPPORTUNITIES, INDUSTRY, PRIVATE AGENCIES, GEOGRAPHIC LOCATION, LOW INCOME, ECONOMICALLY DISADVANTAGED, LABOR FORCE, GOVERNMENT EMPLOYEES, EMPLOYMENT PROBLEMS, JOB DEVELOPMENT, SERVICES, WORKING POOR
THIS REPORT IS INTENDED TO PROVIDE A SPRINGBOARD FOR DISCUSSION ABOUT SUCH QUESTIONS AS (1) THE NATURE AND SIZE OF THE JOB PROGRAM IN AMERICA, (2) WHO AMONG THE POOR DO AND DO NOT WORK AND WHY, (3) THE CHARACTERISTICS OF THE WORKING POOR (INCLUDING THEIR OCCUPATIONS, INDUSTRIES IN WHICH THEY WORK, AND THEIR LOCATION), (4) THE VARIETY OF ESTIMATES AS TO HOW MANY MORE JOBS COULD BE FILLED OR CREATED, AND (5) THE ROLE OF PRIVATE AND PUBLIC EMPLOYMENT IN MEETING THE EMPLOYMENT NEEDS OF THE POOR AND THE UNDEREMPLOYED. THE DATA INCLUDE RESULTS FROM A SURVEY OF MAYORS OF MAJOR U.S. CITIES, WHICH WAS DESIGNED TO ELICIT CAREFUL ESTIMATES OF THE ADDITIONAL MANPOWER NEEDED TO CARRY OUT MORE FULLY THE SERVICES OF A SELECTED NUMBER OF LOCAL PUBLIC AGENCIES IN THE EVENT ADDITIONAL FUNDS OF SUCH PURPOSES WERE MADE AVAILABLE. THE SOLUTION TO OUR PROBLEMS OF HARD CORE UNEMPLOYMENT AND UNDEREMPLOYMENT MUST COMBINE THE CURRENT EFFORTS OF THE PRIVATE SECTOR TO TRAIN AND TO HIRE WITH THE EXPANSION AND PROVISION OF PUBLIC SERVICES AT VARIOUS LEVELS OF GOVERNMENT AND NONPROFIT ORGANIZATIONS. (CH)
AIM/ARM: WT00175 W.E. UPJOHN INSTITUTE FOR EMPLOYMENT RESEARCH, 1101 SEVENTEENTH STREET, N.W., WASHINGTON, D.C. 20036 ($3.25).

3253 NAVAJO HEALTH AND WELFARE AIDES A FIELD STUDY NOV 69
HALPERN, KATHERINE SPENCER
AMERICAN UNIV., WASHINGTON, D.C. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C.
PUB. IN SOCIAL SERVICE REVIEW V45 N1 P37-52 MAR 71.
NOTES: 16P
HEALTH RESOURCES, HRP/MCAE, HRP/ZJ, HRP/NB, HRP/JC, HRPGEO/YNM, HRPGEO/YCN, HRPOCC/XE, REPRINTS, AMERICAN INDIANS, INTERVIEWS, SURVEYS, NTISHRANHP
THE FINDINGS OF A 1966 INTERVIEW STUDY OF AIDE-LEVEL INTERPRETER JOBS HELD BY NAVAJO INDIANS IN THE NEW MEXICO OFFICES OF THE BUREAU OF INDIAN AFFAIRS AND THE PUBLIC HEALTH SERVICE AND IN TWO COUNTY OFFICES OF THE STATE DEPARTMENT OF PUBLIC WELFARE ARE REPORTED. THIRTY-NINE NAVAJO AIDES, THEIR SUPERVISORS, AND AGENCY ADMINISTRATORS WERE INTERVIEWED. STUDY FINDINGS ILLUSTRATE WAYS IN WHICH THE ORIGINAL CONCEPT OF AIDE ROLES HAD BEEN EXTENDED FROM LINGUISTIC AND CULTURAL INTERPRETATION TO A VARIETY OF MEDIATING FUNCTIONS. NAVAJO AIDES ASSISTED IN THE DELIVERY OF MEDICAL TREATMENT, REHABILITATION, PREVENTIVE HEALTH, SANITATION, NUTRITION, EMERGENCY OR CONTINUING FINANCIAL AID, CREDIT, COUNSELING FOR FAMILIES AND CHILDREN, AND OTHER CHILD WELFARE SERVICES. IN GENERAL, AIDES EXPRESSED SATISFACTION AND ENTHUSIASM FOR THEIR WORK. SUPERVISORS GENERALLY CONSIDERED THE AIDES TO BE INDISPENSABLE TO AGENCY PROGRAMS AND EXPRESSED SATISFACTION WITH AND APPRECIATION FOR THEIR WORK. IN ADDITION TO MEDIATING AND EXTENDING THE WORK OF

(CONT.)

3245 THE PRESENT AND POTENTIAL UTILIZATION OF ANCILLARY OPTOMETRIC PERSONNEL AND TO REVEAL THE RELATION OF SPECIFIC JOB TASKS TO REQUISITE LEVELS OF EDUCATION AND TRAINING AND CAPACITY FOR INDEPENDENT ACTION. THIS INFORMATION, IN TURN, HAS PERMITTED THE GROUPING OF JOB TASKS INTO VARIOUS JOB DESCRIPTIONS. (NTIS)
ERIC: ED081930 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-202 913, MC $3.00, MF $1.45)

3246 THE NATIONS SCIENCE AND ENGINEERING MANPOWER RESOURCES 1974. SCIENCE RESOURCES STUDIES HIGHLIGHTS, JUNE 29, 1976. 29 JUN 76
NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. DIV. OF SCIENCE RESOURCES STUDIES.
NOTES: 6P.; NOT AVAILABLE IN HARD COPY DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT
EMPLOYMENT STATISTICS, ENGINEERING EDUCATION, ENGINEERS, MANPOWER UTILIZATION, OCCUPATIONAL SURVEYS, RESEARCH, SCIENCE EDUCATION, SCIENTIFIC MANPOWER, SCIENTISTS, STATISTICAL STUDIES, NATIONAL SCIENCE FOUNDATION
THIS REPORT PRESENTS DATA COMPILED BY THE MANPOWER CHARACTERISTICS STUDY GROUP OF THE NATIONAL SCIENCE FOUNDATION (NSF) AS PART OF A COMPREHENSIVE PROGRAM TO MEASURE AND ANALYZE THE NATIONS SCIENCE AND ENGINEERING MANPOWER RESOURCES FOR 1974. THE DATA PRESENTED ARE BASED ON THREE SOURCES THE 1973 SURVEY OF DOCTORAL SCIENTISTS AND ENGINEERS; THE 1974 NATIONAL SURVEY OF SCIENTISTS AND ENGINEERS; AND THE 1974 SURVEY OF COLLEGE-EDUCATED MEN AND WOMEN. TABULATED DATA PRESENT (1) CHARACTERISTICS OF UNITED STATES SCIENTISTS AND ENGINEERS FOR 1974; (2) DISTRIBUTIONS OF EMPLOYED SCIENTISTS AND ENGINEERS BY FIELD AND SEX; AND (3) NUMBER OF EMPLOYED SCIENTISTS AND ENGINEERS BY FIELD AND PRIMARY WORK ACTIVITY. COMPARISONS BETWEEN SCIENTISTS AND ENGINEERS IN TERMS OF DEMOGRAPHY AND EMPLOYMENT STATISTICS ARE GIVEN. RESULTS SHOW THAT ONE SCIENTIST IN FOUR HAS EARNED A PH.D. COMPARED WITH ONE IN TWENTY AMONG ENGINEERS. THE INDUSTRIAL SECTOR OF THE ECONOMY PROVIDED THE LARGEST SOURCE OF EMPLOYMENT FOR BOTH SCIENTISTS AND ENGINEERS, AND RESEARCH AND DEVELOPMENT WERE THE DOMINANT ACTIVITIES OF BOTH SCIENTISTS AND ENGINEERS. (ST)
ERIC: ED137061

3247 THE NATIONS STAKE IN THE EMPLOYMENT OF MIDDLE-AGED AND OLDER PERSONS. JUL 71
NATIONAL COUNCIL FOR SENIOR CITIZENS, INC., WASHINGTON, D.C.
NOTES: 86P.; PRINTED FOR THE USE OF THE SPECIAL COMMITTEE ON AGING, UNITED STATES SENATE; A WORKING PAPER
ATTITUDES, ECONOMICALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, FEDERAL AID, FINANCIAL NEEDS, IMPROVEMENT PROGRAMS, INCOME, LEGISLATION, MIDDLE AGED, OLDER ADULTS, PART TIME JOBS, PROBLEM SOLVING, PROGRAM ADMINISTRATION, REPORTS, RESEARCH, RETIREMENT, SENIOR CITIZENS, WAGES, NATIONAL COUNCIL OF SENIOR CITIZENS, OPERATION MAINSTREAM
THE EFFORTS OF THE NATIONAL COUNCIL OF SENIOR CITIZENS IN OPERATING THE SENIOR COMMUNITY SERVICE PROGRAMS UNDER OPERATION MAINSTREAM ARE DESCRIBED IN SOME DETAIL. THE FOUR CHAPTERS OF THIS REPORT ARE I. URGENCY OF THE PROBLEM--THE ECONOMIC REALITIES; DEPARTMENT OF LABOR SHIFTING POSITIONS; LEGISLATIVE INITIATIVES; FEW RESULTS; AND ADMINISTRATION RESISTANCE; II. THE SENIOR AIDES PROGRAM LESSONS THAT SHOULD BE HEEDED--SCOPE OF PROJECT; NATIONAL ORGANIZATION; LOCAL ORGANIZATION; SENIOR AIDES JOBS; EXPERIENCES OF FOUR LOCAL PROJECTS; AND CONCLUSIONS; III. NEED FOR A FOCAL POINT; AND IV. RECOMMENDATIONS FOR GOVERNMENT ACTION ON EMPLOYMENT OF THE OLDER WORKER--ACTION BY CONGRESS; AND ACTION BY THE U. S. DEPARTMENT OF LABOR. FIVE APPENDIXES PRESENT THE FOLLOWING 1. STATEMENT ON POLICIES AND ORGANIZATION OF THE NATIONAL COUNCIL OF SENIOR CITIZENS; 2. MAJOR LEGISLATION CONCERNING EMPLOYMENT OF THE ELDERLY SINCE 1960; 3. HISTORY OF THE SENIOR COMMUNITY SERVICE PROGRAM; 4. THE ROLE OF THE PUBLIC EMPLOYMENT SERVICE (MANPOWER SERVICES); AND 5. SUGGESTIONS FOR IMPROVING REPORTING OF PRESENT COMMUNITY SENIOR SERVICE EMPLOYMENT PROGRAMS. (CK)
ERIC: ED061501 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (NO. 5270-1133, $0.35)

3248 THE NATIONS YOUTH AN EMPLOYMENT PERSPECTIVE JUN 77
WESTCOTT, DIANE N.
WORKLIFE;2:6:13-19
YOUTH EMPLOYMENT, UNEMPLOYMENT, EMPLOYMENT PATTERNS, URBAN YOUTH, SUBURBAN YOUTH, FEDERAL PROGRAMS, RACIAL DIFFERENCES, SEX DIFFERENCES, STATISTICAL DATA, RURAL YOUTH, UNITED STATES
DISCUSSES THE PROBLEM OF YOUTH UNEMPLOYMENT AND DESCRIBES A STUDY (UTILIZING METROPOLITAN AND NONMETROPOLITAN AREA DATA GATHERED THROUGH THE CURRENT POPULATION SURVEY DURING 1976) WHICH FOCUSED ON YOUTH LABOR FORCE PARTICIPATION AND EMPLOYMENT PATTERNS. (WL)
ERIC: EJ163601 REPRINT AVAILABLE (SEE P. VII) UMI

3249 A NATIONWIDE EVALUATION OF MDTA INSTITUTIONAL JOB TRAINING PROGRAMS. REPORT NO. 118. OCT 66
MAIN, EARL D.
NATIONAL OPINION RESEARCH CENTER, CHICAGO, ILL. OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH (DOL), WASHINGTON, D.C.
CONTRACT NO. CONTRACT-81-15-66-13
NOTES: 176P.
ADULT VOCATIONAL EDUCATION, COMPARATIVE ANALYSIS, CONTROL GROUPS, EMPLOYER ATTITUDES, EMPLOYMENT EXPERIENCE, EMPLOYMENT PATTERNS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, FOLLOWUP STUDIES, INCOME, NATIONAL SURVEYS, PARTICIPANT CHARACTERISTICS, PROGRAM ATTITUDES, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, QUESTIONNAIRES, UNDEREMPLOYED,

(CONT.)

3249 UNEMPLOYED, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA
TO LEARN WHAT EFFECTS MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) INSTITUTIONAL JOB TRAINING COURSES HAD ON INCOME AND EMPLOYMENT, A NATIONWIDE REPRESENTATIVE SAMPLE OF ABOUT 1,200 FORMER TRAINEES (784 COMPLETERS AND 413 DROPOUTS) WERE INTERVIEWED EARLY IN 1966--OVER A YEAR AFTER THEIR JOB TRAINING--TO LEARN THEIR OPINIONS OF THE PROGRAMS AND THEIR SUBSEQUENT EMPLOYMENT EXPERIENCES. A PARTIALLY MATCHED CONTROL GROUP OF 925 PERSONS WHO WERE UNEMPLOYED AT THE TIME TRAINEES ENTERED TRAINING WAS ALSO INTERVIEWED, AS WELL AS 136 PERSONS WHO HAD BEEN REFERRED TO THE COURSES BUT WHO FAILED TO ENROLL AND PARTICIPATE. THE EFFECTS OF TRAINING WERE ASCERTAINED THROUGH COMPARISON OF THE SAMPLE GROUPS, USING MULTIPLE REGRESSION ANALYSIS TO CONTROL FOR THE EFFECTS OF 10 FACTORS OTHER THAN TRAINING. A LARGE NUMBER OF TENTATIVE FINDINGS WERE REACHED, THE MOST GENERAL AND CONCLUSIVE OF WHICH WERE (1) MOST TRAINEES GAVE FAVORABLE EVALUATIONS OF THEIR TRAINING, (2) TRAINING APPARENTLY DID NOT HELP GET BETTER PAYING JOBS, BUT IT DID HELP FORMER TRAINEES TO OBTAIN MORE FULL-TIME EMPLOYMENT, AND (3) IT WAS ESTIMATED THAT BETWEEN 13 AND 23 PERCENT OF THE FULL-TIME EMPLOYMENT EXPERIENCED DURING THE PERIOD AFTER TRAINING WAS ATTRIBUTABLE TO MANPOWER DEVELOPMENT AND TRAINING ACT FOR COMPLETERS, AND BETWEEN 7 AND 19 PERCENT FOR DROPOUTS. (ET)
ERIC: ED025600 LIBRARY, NATIONAL OPINION RESEARCH CENTER, 6030 SOUTH ELLIS AVENUE, CHICAGO, ILLINOIS 60637 ($6.25).

3250 NATURAL GAS USERS SING A DIRGE 1975
BUSINESS WEEK, NO.2363, JAN 13, 1975, P. 37-40.
AUTOMOBILE INDUSTRY, COAL INDUSTRY, ECONOMICS, ENERGY, HOUSING, RAW MATERIALS, STEEL INDUSTRY, UNEMPLOYMENT
DISCUSSES THE IMPACT OF THE NATURAL GAS SHORTAGE UPON OTHER SECTORS OF THE ECONOMY.
MGMT: BME7541337

3251 A NATURAL PAUSE 1976
FORBES, VOL.118, NO.8, OCT 15, 1976, P. 129.
DEFICIT, ECONOMICS, FINANCE, GNP, RECESSION, STATISTICS, STOCK MARKET, UNEMPLOYMENT
THE $66-BILLION FEDERAL DEFICIT IN 1976 WAS LESS THAN THE $90-BILLION EXPECTED, INDICATING THE ECONOMY IS DOING BETTER THAN THE GNP INDICATES.
MGMT: FBF76J1539

3252 THE NATURE OF THE JOB PROBLEM AND THE ROLE OF NEW PUBLIC SERVICE EMPLOYMENT. JAN 69
SHEPPARD, HAROLD L.
UPJOHN (W.E.) INST. FOR EMPLOYMENT RESEARCH, KALAMAZOO, MICH.
NOTES: 35P.
UNDEREMPLOYED, UNEMPLOYED, EMPLOYMENT PATTERNS, EMPLOYMENT OPPORTUNITIES, INDUSTRY, PRIVATE AGENCIES, GEOGRAPHIC LOCATION, LOW INCOME, ECONOMICALLY DISADVANTAGED, LABOR FORCE, GOVERNMENT EMPLOYEES, EMPLOYMENT PROBLEMS, JOB DEVELOPMENT, SERVICES, WORKING POOR
THIS REPORT IS INTENDED TO PROVIDE A SPRINGBOARD FOR DISCUSSION ABOUT SUCH QUESTIONS AS (1) THE NATURE AND SIZE OF THE JOB PROGRAM IN AMERICA, (2) WHO AMONG THE POOR DO AND DO NOT WORK AND WHY, (3) THE CHARACTERISTICS OF THE WORKING POOR (INCLUDING THEIR OCCUPATIONS, INDUSTRIES IN WHICH THEY WORK, AND THEIR LOCATION), (4) THE VARIETY OF ESTIMATES AS TO HOW MANY MORE JOBS COULD BE FILLED OR CREATED, AND (5) THE ROLE OF PRIVATE AND PUBLIC EMPLOYMENT IN MEETING THE EMPLOYMENT NEEDS OF THE POOR AND THE UNDEREMPLOYED. THE DATA INCLUDE RESULTS FROM A SURVEY OF MAYORS OF MAJOR U.S. CITIES, WHICH WAS DESIGNED TO ELICIT CAREFUL ESTIMATES OF THE ADDITIONAL MANPOWER NEEDED TO CARRY OUT MORE FULLY THE SERVICES OF A SELECTED NUMBER OF LOCAL PUBLIC AGENCIES IN THE EVENT ADDITIONAL FUNDS OF SUCH PURPOSES WERE MADE AVAILABLE. THE SOLUTION TO OUR PROBLEMS OF HARD CORE UNEMPLOYMENT AND UNDEREMPLOYMENT MUST COMBINE THE CURRENT EFFORTS OF THE PRIVATE SECTOR TO TRAIN AND TO HIRE WITH THE EXPANSION AND PROVISION OF PUBLIC SERVICES AT VARIOUS LEVELS OF GOVERNMENT AND NONPROFIT ORGANIZATIONS. (CH)
AIM/ARM: VT000175 W.E. UPJOHN INSTITUTE FOR EMPLOYMENT RESEARCH, 1101 SEVENTEENTH STREET, N.W., WASHINGTON, D.C. 20036 ($5.25).

3253 NAVAJO HEALTH AND WELFARE AIDES A FIELD STUDY NOV 69
HALPERN, KATHERINE SPENCER
AMERICAN UNIV., WASHINGTON, D.C. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE, WASHINGTON, D.C.
PUB. IN SOCIAL SERVICE REVIEW V45 N1 P37-52 MAR 71.
NOTES: 16P
HEALTH RESOURCES, HRP/MCAE, HRP/ZJ, HRP/NB, HRP/JC, HRPGEO/YNM, HRPGEO/YCN, HRPOCC/XE, REPRINTS, AMERICAN INDIANS, INTERVIEWS, SURVEYS, NTISHRANHP
THE FINDINGS OF A 1966 INTERVIEW STUDY OF AIDE-LEVEL INTERPRETER JOBS HELD BY NAVAJO INDIANS IN THE NEW MEXICO OFFICES OF THE BUREAU OF INDIAN AFFAIRS AND THE PUBLIC HEALTH SERVICE AND IN TWO COUNTY OFFICES OF THE STATE DEPARTMENT OF PUBLIC WELFARE ARE REPORTED. THIRTY-NINE NAVAJO AIDES, THEIR SUPERVISORS, AND AGENCY ADMINISTRATORS WERE INTERVIEWED. STUDY FINDINGS ILLUSTRATE WAYS IN WHICH THE ORIGINAL CONCEPT OF AIDE ROLES HAD BEEN EXTENDED FROM LINGUISTIC AND CULTURAL INTERPRETATION TO A VARIETY OF MEDIATING FUNCTIONS. NAVAJO AIDES ASSISTED IN THE DELIVERY OF MEDICAL TREATMENT, REHABILITATION, PREVENTIVE HEALTH, SANITATION, NUTRITION, EMERGENCY OR CONTINUING FINANCIAL AID, CREDIT, COUNSELING FOR FAMILIES AND CHILDREN, AND OTHER CHILD WELFARE SERVICES. IN GENERAL, AIDES EXPRESSED SATISFACTION AND ENTHUSIASM FOR THEIR WORK. SUPERVISORS GENERALLY CONSIDERED THE AIDES TO BE INDISPENSABLE TO AGENCY PROGRAMS AND EXPRESSED SATISFACTION WITH AND APPRECIATION FOR THEIR WORK. IN ADDITION TO MEDIATING AND EXTENDING THE WORK OF

(CONT.)

3253 AGENCY STAFF. AIDE POSITIONS ALSO OPENED UP NEW EMPLOYMENT AND CAREER POSSIBILITIES FOR NAVAJOS. IMPLICATIONS FOR GENERIC AIDE ROLES AND CAREERS IN HUMAN SERVICES FOR NAVAJOS AND FOR OTHER DEVELOPING COMMUNITIES ARE DISCUSSED.
NTIS: HRP-0008509/2ST NTIS PRICE NOT AVAILABLE NTIS

3254 NAVY CAREER COUNSELING RESEARCH EVALUATION OF MULTI-MEDIA CAREER COUNSELING MATERIALS 10 SEP 76
GRACE, GLORIA L.:STEINER, MARY B.:HOLOTER, HAROLD A.:PROVENZANO, ROBER
SYSTEM DEVELOPMENT CORP SANTA MONICA CALIF
CONTRACT NO. N00014-75-C-0311
NOTES: TECHNICAL REPT. 168P
COUNSELING, CAREERS, PERSONNEL RETENTION, NTISDODXA
THIS RESEARCH WAS DIRECTED TOWARD (1) EVALUATING THE EFFECTIVENESS OF FOUR MULTI-MEDIA PRESENTATIONS DESIGNED FOR USE IN SUPPORT OF THE NAVY CAREER COUNSELING PROGRAM: AND (2) OBTAINING ADDITIONAL DATA RELATIVE TO THE IMPORTANCE, ADEQUACY, AND FLOW OF INFORMATION RELEVANT TO OBJECTIVES OF THE NAVY CAREER COUNSELING PROGRAM. A FILM FOR USE BY COMMAND RETENTION TEAM MEMBERS WAS ALSO EVALUATED. IN THE THREE SLIDE PRESENTATIONS, MATERIALS WERE PRESENTED TO AUDIENCES USING BOTH SLIDE AND NORMAL PRESENTATION METHODS AND DATA WERE ANALYZED WITH RESPECT TO KNOWLEDGE ACQUISITION, PRESENTATION IMPACT, ADEQUACY, ATTITUDES TOWARD NAVY, AND IMPACT AND SOURCE OF INFORMATION. RESULTS WERE OBTAINED AND REPORTED BY INDIVIDUAL PRESENTATION AND ACROSS PRESENTATIONS. ADDITIONALLY, ALL MULTI-MEDIA SLIDE PRESENTATIONS WERE ANALYZED TO ASSESS THE ADEQUACY OF SCRIPTS AND AUDIOVISUALS. (AUTHOR)
NTIS: AD-A041 415/1ST NTIS PRICES PC A09/MF A01

3255 NAVY CAREER COUNSELING RESEARCH NAVY WIVES STUDY 10 SEP 76
GRACE, GLORIA L.:STEINER, MARY B.:HOLOTER, HAROLD A.
SYSTEM DEVELOPMENT CORP SANTA MONICA CALIF
CONTRACT NO. N00014-75-C-0311
NOTES: TECHNICAL REPT. 108P
PERSONNEL DEVELOPMENT, MILITARY DEPENDENTS, COUNSELING, ATTITUDES(PSYCHOLOGY), WIVES, NTISDODXA
THIS RESEARCH WAS DIRECTED TOWARD (1) VALIDATING RESULTS OF A PREVIOUS SURVEY OF ATTITUDES OF WIVES OF NAVY ENLISTED PERSONNEL DESIGNED TO DETERMINE IMPACT OF NAVY CAREER COUNSELING ON PERSONNEL SATISFACTION AND REENLISTMENT AND (2) DEVELOPING A CONTACT MODEL FOR NAVY USE IN DISSEMINATION OF PERTINENT INFORMATION TO ENLISTED MENS WIVES EARLY IN THEIR ASSOCIATION WITH THE NAVY. SURVEY DATA IN THIS STUDY WERE ANALYZED ON THE BASIS OF WIVES WILLINGNESS FOR THEIR HUSBANDS TO REENLIST AND CAREER STATUS OF HUSBANDS. RESULTS VERIFY THE BASELINE DATA OBTAINED IN THE EARLIER SURVEY. CONCLUSIONS INDICATE THAT NAVY WIVES TEND TO BE POSITIVE INFLUENCERS OF RETENTION. INTERVIEW DATA WERE COMBINED WITH FIELD EXPERIENCE TO DEVELOP AN APPROACH FOR CONTACTING NAVY WIVES. (AUTHOR)
NTIS: AD-A041 140/5ST NTIS PRICES PC A06/MF A01

3256 NAVY CAREER COUNSELING RESEARCH. PHASE 3. SUMMARY AND RECOMMENDATIONS 10 SEP 76
GRACE, GLORIA L.:HOLOTER, HAROLD A.:PROVENZANO, ROBERT J.:COPES, JAMES
SYSTEM DEVELOPMENT CORP SANTA MONICA CALIF
CONTRACT NO. N00014-75-C-0311
NOTES: FINAL REPT. 37P
PERSONNEL RETENTION, MILITARY PERSONNEL, CAREER COUNSELING, NTISDODXA
THIS REPORT SUMMARIZES RESEARCH ON CAREER SATISFACTION AND RETENTION, THE COMMAND RETENTION TEAM CONCEPT, AND NAVY WIVES ATTITUDES AND OPINIONS ABOUT NAVY LIFE AND HUSBANDS REENLISTMENT, AND EVALUATION OF MULTI-MEDIA CAREER COUNSELING MATERIALS.
NTIS: AD-A032 054/9ST NTIS PRICES PC A03/MF A01

3257 A NAVY SHORE ACTIVITY MANPOWER PLANNING SYSTEM FOR CIVILIANS MAR 76
NIEHAUS, R. J.:SHOLTZ, D.
OFFICE OF CIVILIAN MANPOWER MANAGEMENT (NAVY) ARLINGTON VA
NOTES: NPROC-43-07X-01
MANPOWER, CIVILIAN PERSONNEL, SAMPS(SHORE ACTIVITY MANPOWER PLANNING SYSTEM), WORKLOADS, PRIORITIES, NTISDODXA, NTISDODN
THIS REPORT DESCRIBES THE U. S. NAVY SHORE ACTIVITY MANPOWER PLANNING SYSTEM (SAMPS) PROJECT. THIS EFFORT IS AIMED AT LARGE-SCALE FEASIBILITY TESTS OF MANPOWER MODELS FOR LARGE NAVAL INSTALLATIONS. THESE LOCAL PLANNING SYSTMS ARE INTEGRATED WITH NAVY-WIDE INFORMATION SYSTEMS ON A DATA-COMMUNICATIONS NETWORK ACCESSIBLE VIA MINICOMPUTERS. THIS INCLUDES BOTH INTAKE REQUIREMENTS PLANNING MODELS AND MAN-JOB TASK ANALYSIS MODELS AS WELL AS WORKLOAD FORECASTING SYSTEMS WHICH ARE INTEGRATED WITH THE MANPOWER PLANNING PROCESS. IN ADDITION TO THE SYSTEM DESIGN CONSIDERATIONS, EXPERIENCE FROM PRELIMINARY TESTS IS DISCUSSED.
NTIS: AD-A025 360/6ST NTIS PRICES PC$4.00/MF$2.25

3258 A NEAR-TERM LOOK AT THE CAPITAL SHORTAGE 1976
WALLICH, H.C.
JOURNAL OF FINANCIAL AND QUANTITATIVE ANALYSIS, VOL.11, NO.4, NOV 1976, P. 541-547.
CAPACITY UTILIZATION, CAPITAL, CAPITAL ADEQUACY, CAPITAL SHORTAGE, ECONOMICS, EMPLOYMENT, PUBLIC ADMINISTRATION, UNEMPLOYMENT
IN AN EFFORT TO PREDICT THE REQUIRED LEVEL OF PRIVATE CAPITAL CREATION IN ORDER TO ASSURE FULL LABOR EMPLOYMENT THE SIZE OF THE DEFICIT OF THE FEDERAL BUDGET SHOULD BE

(CONT.)
3258 CONSIDERED RATHER THAN HISTORICAL TRENDS.
MGMT: JF076KP541

3259 THE NEED FOR BILINGUAL VOCATIONAL EDUCATION PROGRAMS IN SECONDARY SCHOOLS IN TEXAS. FINAL REPORT. SEP 76
SALAZAR, ARTURO:CHRISTIANSEN, JAMES E.
TEXAS A AND M UNIV., COLLEGE STATION. COLL. OF EDUCATION. TEXAS EDUCATION AGENCY, AUSTIN. DEPT. OF OCCUPATIONAL EDUCATION AND TECHNOLOGY.: TEXAS EDUCATION AGENCY, AUSTIN. DIV. OF OCCUPATIONAL RESEARCH AND DEVELOPMENT.
CONTRACT NO. TEA-67230148
NOTES: 347P.
ADMINISTRATOR ATTITUDES, BILINGUAL EDUCATION, COUNSELOR ATTITUDES, EDUCATIONAL NEEDS, EMPLOYER ATTITUDES, ENGLISH (SECOND LANGUAGE), NEEDS ASSESSMENT, SCHOOL PERSONNEL, SECONDARY EDUCATION, SECONDARY SCHOOL COUNSELORS, SPANISH, STATE SURVEYS, VOCATIONAL COUNSELING, VOCATIONAL DIRECTORS, VOCATIONAL EDUCATION, TEXAS
THE PRIMARY PURPOSE OF THIS STUDY WAS TO DETERMINE THE NEED FOR SPANISH-ENGLISH BILINGUAL VOCATIONAL EDUCATION PROGRAMS IN THE SECONDARY SCHOOLS IN TEXAS AS PERCEIVED BY BILINGUAL DIRECTORS, VOCATIONAL DIRECTORS, VOCATIONAL COUNSELORS, SECONDARY SCHOOL COUNSELORS, AND INDUSTRY REPRESENTATIVES. DATA WERE RECEIVED FROM 636 RESPONDENTS WHICH CONSISTED OF RETURNED OPINIONNAIRES FROM FIVE GROUPS, REPRESENTING A 65(RETURN. SIX HYPOTHESES RELATED TO THE OBJECTIVES WERE TESTED USING DESCRIPTIVE STATISTICS, ANALYSIS OF VARIANCE WITH THE SCHEFFE TEST WHERE APPLICABLE, AND CHI-SQUARE. SIGNIFICANT DIFFERENCES WERE FOUND AMONG THE FIVE GROUPS REGARDING 19 TO 28 PERCEPTION STATEMENTS, 7 OF 15 ATTITUDE SCALE BIPOLAR ADJECTIVES PERTAINING TO THE NEED FOR BILINGUAL PROGRAMS OF VOCATIONAL EDUCATION, AND 7 OF 15 SELECTED ISSUES. IN 69(OF THE GROUP COMPARISONS PERTAINING TO THE NEED FOR BILINGUAL VOCATIONAL EDUCATION, INDUSTRY REPRESENTATIVES VIEWED THE PROBLEM DIFFERENTLY FROM THE FOUR SCHOOL GROUPS. SIGNIFICANT PERCEPTION STATEMENTS APPEARING MOST OFTEN CONCERNED SCHOOL DISTRICTS GOALS, CREATING FUNCTIONALLY LITERATE INDIVIDUALS THROUGH BILINGUAL EDUCATION, CONFUSION OF BILINGUAL EDUCATION GOALS, AND HELPING STUDENTS FEEL A NEED FOR USING ENGLISH. SIGNIFICANT ISSUES MOST COMMONLY APPEARING CONCERNED LANGUAGE DIFFICULTIES, INTEGRATION OF BILINGUAL AND VOCATIONAL PROGRAMS, AND REQUIRING SPECIAL TRAINING FOR TEACHERS. THE MOST COMMON SIGNIFICANT BIPOLAR ADJECTIVES WERE BAD/GOOD, SATISFYING/FRUSTRATING, FALSE/TRUE, AND REWARDING/UNREWARDING. THE REPORT INCLUDES DESCRIPTION OF METHODOLOGY, FINDINGS, SUMMARY, CONCLUSIONS, IMPLICATIONS, AND RECOMMENDATIONS. THE OPINIONNAIRE AND DATA TABLES ARE APPENDED. (WL)
ERIC: ED137518

3260 THE NEED FOR CHILD AND FAMILY SERVICES SEP-OCT 75
MONDALE, WALTER F.
DAY CARE AND EARLY EDUCATION:3:1:14-15
GOVERNMENT ROLE, CHILD CARE, FAMILY ROLE, FEDERAL LEGISLATION, WORKING PARENTS, ONE PARENT FAMILY, HANDICAPPED CHILDREN, PRESCHOOL CHILDREN, CHILD AND FAMILY SERVICES ACT
PRESENTS A RATIONALE (INCLUDING STATISTICS AND EVIDENCE OF NEED) FOR ENACTMENT OF THE FEDERAL CHILD AND FAMILY SERVICES ACT WHICH WOULD APPROPRIATE $1.8 BILLION OVER THE NEXT 3 YEARS TO FUND A WIDE VARIETY OF SERVICES. (ED)
ERIC: EJ128107

3261 THE NEED FOR CONCILIATION UNDER TITLE VII 1975
POLLARD, W.E.
U.S. MONTHLY LABOR REVIEW, VOL.98, NO.3, MARCH 1975, P. 48-50.
ARBITRATION, COLLECTIVE BARGAINING, DISCRIMINATION, EEO, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, UNIONS
LABOR UNIONS ARE FULLY BEHIND THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION BUT STRESS NEED FOR GREATER SPEED IN REACHING CONCILIATION AGREEMENTS.
MGMT: UML75C0048

3262 THE NEED FOR EXPANDED EEOC CONCILIATION EFFORTS UNDER TITLE VII 1974
POLLARD, W.E.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES, PROCEEDINGS OF THE TWENTY-SEVENTH ANNUAL WINTER MEETING, DEC 28-29, 1974, P. 235-241.
COLLECTIVE BARGAINING, DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, FAIR EMPLOYMENT PRACTICES, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, LABOR LAW, MINORITIES, UNIONS
UNIONS HAVE IN THE PAST SUPPORTED CIVIL RIGHTS AND MIGHT BE COUNTED UPON TO COOPERATE WITH THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION TO RESOLVE DISCRIMINATION CASES OF THE PRESENT.
MGMT: IRR7470235

3263 THE NEED FOR MANPOWER SPECIALISTS A NEW ROLE FOR SOCIAL WORKERS. A REPORT OF THE NATIONAL WORKSHOP ON MANPOWER CURRICULUM DEVELOPMENT IN SOCIAL WORK (NEW YORK, NEW YORK, APRIL 11-13, 1973). 73
JORRIN, VALERIE, ED.
COLUMBIA UNIV., NEW YORK, N.Y. SCHOOL OF SOCIAL WORK. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-92-34-70-16
NOTES: 111P.; FOR A RELATED DOCUMENT, SEE SO 010 092
CURRICULUM DEVELOPMENT, DOCTORAL PROGRAMS, FEDERAL PROGRAMS, FIELD EXPERIENCE PROGRAMS,

(CONT.)
3263 GRADUATE STUDY, HIGHER EDUCATION, INTERDISCIPLINARY APPROACH, MANPOWER DEVELOPMENT, MANPOWER NEEDS, PROFESSIONAL TRAINING, PROGRAM DESCRIPTIONS, SOCIAL WELFARE, SOCIAL WORK, SOCIAL WORKERS
THIS CONFERENCE REPORT IS ONE OF THREE VOLUMES ISSUED BY THE LABORATORY FOR COMMUNITY PROGRAMMING AT THE CONCLUSION OF ITS THREE-YEAR, EXPERIMENTAL PROGRAM. THE LABORATORY WAS CREATED TO STUDY AND INITIATE PROGRAMS CORRELATING THE FIELD OF SOCIAL WORK WITH THAT OF MANPOWER NEEDS. PAPERS PRESENTED EXPLORE THE MAJOR QUESTIONS CONCERNING PROCESSES IN SOCIAL WORK AND MANPOWER, COLLABORATION AND COMPETITION, AND CURRICULUM CONTENT. THEY ARE ARRANGED IN FOUR SECTIONS. SECTION ONE FOCUSES ON THE NEED FOR THE MUTUAL DEVELOPMENT OF SOCIAL WORK AND MANPOWER PROGRAMS, AS WELL AS THE PROBLEMS, CHALLENGES, AND TRENDS ANTICIPATED BY THIS COLLABORATION. SECTION TWO, NOTES AND COMMENTS, ADDRESSES SEVERAL QUESTIONS, BRIEFLY CONSIDERED ARE SUCH QUESTIONS AS WHY SOCIAL WORKERS SHOULD BE INVOLVED IN MANPOWER, WHAT KIND OF PREPARATION IS NECESSARY, WHAT JOBS ARE TO BE DONE, AND WHAT IS THE ROLE OF SOCIAL WORK EDUCATION. THE THIRD SECTION IS DEVOTED TO CURRICULUM DEVELOPMENT IN THE SOCIAL WORK/MANPOWER FIELD. THIS SECTION CONTAINS OUTLINES FOR AN INTERDISCIPLINARY SEMINAR, A MASTERS DEGREE PROGRAM, A DOCTORS DEGREE PROGRAM, AND THE MANPOWER COMPONENTS IN A SOCIAL WORK CURRICULUM. THE REPORTS IN SECTION FOUR CONSIDER THE FUTURE BY DISCUSSING CHALLENGES THAT MUST BE MET WHILE URGING CAUTION IN THE DEVELOPMENT OF NEW PROGRAMS. IMPLICATIONS FOR THE NATIONAL ASSOCIATION FOR SOCIAL WORKERS ARE ALSO DISCUSSED. (KC)
ERIC: ED141229

3264 NEEDED A PATTERN OF MANPOWER SERVICES FOR EX-PRISONERS 70 MAR
EHRLE, RAYMOND A.
J EMPLOYMENT COUNSELING:7:1:32-35
CORRECTIONAL REHABILITATION, CRIMINALS, CRIMINOLOGY, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, EVALUATION, MANPOWER UTILIZATION, PRISONERS
DESCRIBES AND ILLUSTRATES A DIAGNOSTIC EVALUATION INVOLVING (1) PERSONAL CHARACTERISTICS OF THE CRIMINAL; (2) IMMEDIATE MOTIVATION; AND (3) ESSENTIAL NATURE OF THE CRIME AS A FIRST STEP FOR THE PROVISION OF SERVICES FOR EX-PRISONERS. (AUTHOR/EK)
ERIC: EJ017741

3265 NEEDED: CAREER COUNSELING FOR WOMEN SUBORDINATES 1975
HIGGINSON, M.V.; QUICK, T.L.
SUPERVISORY MANAGEMENT, VOL.20, NO.8, AUG 1975, P. 2-10.
AFFIRMATIVE ACTION, CAREER DEVELOPMENT, CAREER PATH, DECISION MAKING, HUMAN BEHAVIOR, HUMAN RESOURCE DEVELOPMENT, MOTIVATION, SUPERIORSUBORDINATE RELATIONSHIP, WOMEN IN BUSINESS
ADVICE TO A SUPERVISOR ON STEPS HE OR SHE CAN TAKE TO HELP FEMALE SUBORDINATES MAXIMIZE CAREER OPPORTUNITIES AND ADVANCEMENT. OUTLINES STEPS FOR THE WOMAN HERSELF TO FOLLOW.
MGMT: SPM75H0032

3266 THE NEEDS OF THE SPANISH SPEAKING MUJER WOMAN IN WOMAN-MANPOWER TRAINING PROGRAMS. 74
NIETO-GOMEZ, ANNA
NOTES: 10P.; FOR RELATED DOCUMENTS, SEE RC 008 067-071
ANCILLARY SERVICES, CURRICULUM DEVELOPMENT, DATA COLLECTION, EDUCATIONAL STRATEGIES, EMPLOYMENT PROGRAMS, EQUAL OPPORTUNITIES (JOBS), INCOME, JOB TRAINING, MANPOWER DEVELOPMENT, RACIAL DISCRIMINATION, SEX DISCRIMINATION, SPANISH SPEAKING, STATISTICAL DATA, VOCATIONAL COUNSELING, WORKING WOMEN
ALTHOUGH THE SPANISH SPEAKING WOMAN IS USUALLY CONSIDERED TO BE OUTSIDE THE LABOR MARKET, 36 PERCENT OF THE 52 PERCENT SPANISH SPEAKING WOMEN WERE IN THE LABOR FORCE IN MARCH 1972. THESE WOMEN SUFFER ECONOMIC-SEXIST DISCRIMINATION DUE TO ASCRIPTION OF WORK ACCORDING TO SEX AND RACE BY A RACIAL-SEXUAL HIERARCHY EXISTING WITHIN THE TRADITIONAL FEMININE OCCUPATIONS. WHEN DEFINING WOMENS EMPLOYMENT NEEDS IN MANPOWER PROGRAMS, IT IS VITAL THAT THE NEEDS BE ASSESSED ACCORDING TO THE DIFFERENT ETHNIC GROUP AS WELL AS THEIR SIMILARITIES. FEDERAL PROGRAMS FOR MINORITIES ARE USUALLY DIRECTED AT ANGLO AND BLACK WOMEN OR THE SPANISH SPEAKING PEOPLE IN GENERAL, BUT THEY DO NOT USUALLY APPLY TO THE SPANISH SPEAKING WOMAN. THIS PAPER GIVES RECOMMENDATIONS IN THE AREAS OF RESEARCH, CURRICULUM DEVELOPMENT, SUPPORTIVE SERVICES, STAFF DEVELOPMENT, AND STRATEGIES FOR AFFIRMATIVE ACTION RELATED TO WOMAN-MANPOWER PROGRAMS AND THE ECONOMIC NEEDS OF THE SPANISH SPEAKING WOMAN. AMONG THESE ARE (1) RESEARCH SHOULD INCLUDE INFORMATION DEFINING THESE WOMENS ROLE IN THE TOTAL LABOR MARKET PROCESS AT THE CITY, COUNTY, STATE, AND FEDERAL LEVELS; (2) CURRICULUM DEVELOPMENT FOR WOMAN-MANPOWER TRAINING PROGRAMS SHOULD BE DIRECTED AT THEIR JOB-RELATED NEEDS; (3) BILINGUAL-BICULTURAL SUPPORTIVE SERVICES SHOULD BE PROVIDED TO ALLOW THEM TO TAKE ADVANTAGE OF EMPLOYMENT OPPORTUNITIES. (NO)
ERIC: ED096044 NOT AVAILABLE SEPARATELY, SEE RC 008 067

3267 THE NEGATIVE INCOME TAX, HEAD GRANTS, AND PUBLIC EMPLOYMENT PROGRAMS A WELFARE ANALYSIS SUM 70
HEINS, A. JAMES
J HUM RESOURCES:5:3:298-303
COST EFFECTIVENESS, POVERTY PROGRAMS, PRODUCTIVITY, WELFARE SERVICES
A REVIEW OF THREE BASIC TYPES OF POVERTY PROGRAMS SUGGESTS THAT PROGRAMS DESIGNED TO INCREASE EMPLOYMENT ARE NOT NECESSARILY SUPERIOR IN A WELFARE SENSE TO SIMPLE TRANSFER PROGRAMS. (C4)
ERIC: EJ023672

3258 THE NEGLECTED ART OF JOB HUNTING 70 MAY
PERLMAN, LAURA
MANPOWER:2:5:30-32
EMPLOYMENT SERVICES, JOB APPLICANTS, JOB PLACEMENT, OCCUPATIONAL GUIDANCE, UNEMPLOYED, YOUTH
FOR AN ACTIVITY THAT ENGAGES SO MANY PEOPLE, JOB HUNTING IS A NEGLECTED ART. ONCE THEY FACE THE PROSPECT OF A JOB SEARCH, HOWEVER, MANY PEOPLE REALIZE THEY HAVE NO IDEA WHERE TO BEGIN. GUIDANCE AND ASSISTANCE ARE AVAILABLE FROM EMPLOYMENT SERVICE OFFICES AND THE MANPOWER ADMINISTRATION WHICH HAS PUBLISHED A BOOK, MERCHANDISING YOUR JOB TALENTS. (BC /AUTHOR)
ERIC: EJ019913

3259 NEGOTIATING MANDATES WHICH INCREASE THE ACCEPTANCE OF EVALUATION FINDINGS CONCERNING DEMONSTRATION PROGRAMS 1975
DELBECQ, A.L.
PROCEEDINGS OF ACADEMY OF MANAGEMENT, AUG 1975, P. 472-474. BIBLIOG. 4
COMMUNICATION IN ORGANIZATIONS, COST, DECISION MAKING, MANAGEMENT, NEGOTIATION, PERFORMANCE, RESEARCH AND DEVELOPMENT, TECHNOLOGICAL CHANGE, TECHNOLOGY, TRAINING AND DEVELOPMENT
EXAMINES COMPONENTS OF EVALUATION RESEARCH DESIGN WHICH INCREASE TECHNOLOGICAL DIFFUSION AND POLICY IMPACT OF DEMONSTRATION PROJECTS AND THE RATIONALE BEHIND THEIR INCLUSION. THE COMPONENTS WHICH WOULD BE HELPFUL IN NEGOTIATING A MANDATE FOR AN EVALUATION EFFORT WITH THE GREATEST POTENTIAL FOR IMPACTING POLICY DECISIONS ARE DISCUSSED.
MGMT: AMJ75MP472

3270 THE NEGRO AND EMPLOYMENT OPPORTUNITY, PROBLEMS AND PRACTICES. 65
NORTHRUP, HERBERT R., ED.:ROWAN, RICHARD L., ED.
MICHIGAN UNIV., ANN ARBOR, BUREAU OF INDUSTRIAL RELATIONS
NOTES: 404P.
UNEMPLOYMENT, NEGROES, EQUAL OPPORTUNITIES (JOBS), UNIONS, MANAGEMENT, DROPOUTS, VOCATIONAL EDUCATION, EMPLOYMENT OPPORTUNITIES, COMMUNITY PROGRAMS, EMPLOYMENT PROGRAMS, EMPLOYMENT PROBLEMS, NEGRO LEADERSHIP, EMPLOYMENT PROGRAMS, PERSONNEL INTEGRATION, LABOR LAWS, CIVIL RIGHTS LEGISLATION, NEGRO EMPLOYMENT
THIS BOOK DEVELOPED FROM A CONFERENCE HELD IN NOVEMBER 1964 UNDER THE SPONSORSHIP OF THE LABOR RELATIONS COUNCIL OF THE WHARTON SCHOOL OF FINANCE AND COMMERCE OF THE UNIVERSITY OF PENNSYLVANIA, IN WHICH LEADING SCHOLARS WERE BROUGHT TOGETHER WITH REPRESENTATIVES OF COMPANIES THAT HAD WORKED TOWARD INTEGRATION OVER A LONG PERIOD. TWENTY-EIGHT PAPERS INCLUDE CONFERENCE PRESENTATIONS AND ADDITIONAL CONTRIBUTIONS WHICH WERE SECURED FOR COMPREHENSIVENESS. SECTIONS OF THE BOOK DISCUSS (1) GENERAL JOB PROBLEMS OF NEGROES, (2) TWO VIEWS OF EQUAL RIGHTS AND EQUAL OPPORTUNITY LEGISLATION, (3) APPROACHES TO EQUAL OPPORTUNITY AT THE COMPANY LEVEL WITH REPORTS FROM SIX MAJOR COMPANIES, (4) UNION POLICIES AND PROGRAMS IN TERMS OF OPPORTUNITY FOR NEGROES, (5) COMMUNITY APPROACHES, INCLUDING THE REPORTS OF A SURVEY OF CHAMBER OF COMMERCE ASSOCIATIONS IN THE EAST, SOUTH AND MIDWEST, AS WELL AS REPORTS OF EMPLOYMENT STUDIES AND PROGRAMS IN THREE STATES, (6) MINORITY GROUP EMPLOYMENT PROBLEMS IN MAJOR CITIES, WITH REPORTS OF PROGRAMS FOR DROPOUTS, AND (7) BUSINESS AND PROFESSIONAL JOBS AND NEGRO LEADERSHIP. (JK)
AIM/ARM: VT007240 BUREAU OF INDUSTRIAL RELATIONS, GRADUATE SCHOOL OF BUSINESS ADMINISTRATION, UNIVERSITY OF MICHIGAN, ANN ARBOR, MICHIGAN 48104 ($8.50).

3271 THE NEGRO AND EQUAL EMPLOYMENT OPPORTUNITIES, A REVIEW OF MANAGEMENT EXPERIENCES IN TWENTY COMPANIES. DEC 66
FERMAN, LOUIS A.
NOTES: 202P.
DISCRIMINATORY ATTITUDES (SOCIAL), EMPLOYER ATTITUDES, EMPLOYERS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PRACTICES, EMPLOYMENT PROBLEMS, INTEGRATION METHODS, INTERGROUP RELATIONS, JOBS, NEGRO ATTITUDES, NEGRO EMPLOYMENT, NEGROES, PERSONNEL POLICY, RACIAL ATTITUDES, RACIAL DIFFERENCES, RACIAL DISCRIMINATION, RACIAL INTEGRATION, EQUAL OPPORTUNITIES (JOBS
TO STUDY THE APPLICATION OF EQUAL EMPLOYMENT PRACTICES IN COMPANY SETTINGS AND TO ASSESS THE IMPACT OF THESE PRACTICES ON MINORITY GROUP EMPLOYMENT, 20 COMPANIES WITH VARYING EMPLOYMENT STRUCTURE, INDUSTRY, SIZE, NUMBER OF BRANCH UNITS, GEOGRAPHICAL SPREAD, AND PRODUCT OR SERVICE WERE STUDIED. ALL WERE TRYING TO PROMOTE EQUAL OPPORTUNITIES IN THEIR FIRMS. DATA WERE OBTAINED FROM UNION OFFICIALS, 134 COMPANY OFFICIALS, 205 WHITE WORKERS INCLUDING SUPERVISORS, AND 215 NEGRO WORKERS WHO WERE INTERVIEWED BY PERSONS OF THEIR OWN RACE TO FACILITATE FRANKNESS. THE FINDINGS INCLUDED -- (1) MANAGEMENT REPORTED MORE EQUAL OPPORTUNITIES ACHIEVEMENTS IN DEVELOPING NEW RECRUITMENT PROCEDURES THAN IN TRAINING AND PROMOTION PRACTICES, (2) MANAGEMENT VIEWED THE NEGRO JOB PROBLEM AS A COMMUNITY RATHER THAN A COMPANY RESPONSIBILITY, (3) UNION UNWILLINGNESS TO MODIFY SENIORITY AND APPRENTICESHIP STRUCTURES HAD BEEN A BARRIER TO EQUAL OPPORTUNITY, (4) FEW WHITE WORKERS ADMITTED THAT NEGROES HAD ANY SPECIAL JOB DIFFICULTIES BECAUSE OF SKIN COLOR, (5) THE MAJOR FEAR OF WHITES WAS THE ENVISIONED THREAT OF PREFERENTIAL HIRING PRACTICES FOR NEGROES, (6) NEGRO WORKERS FELT THAT THERE WAS CONSIDERABLE JOB DISCRIMINATION AGAINST THEM IN HIRING, TRAINING, AND PROMOTIONS, AND THEY BELIEVED THAT THEIR LACK OF OPPORTUNITY WAS MORE A MATTER OF THEIR SKIN COLOR THAN THEIR LACK OF TRAINING, AND (7) THE NEGRO PROMOTION RATE WAS IN FACT LOWER THAN THE WHITE RATE. RECOMMENDATIONS INCLUDED THE NECESSITY FOR CONTINUED MONITORING OF COMPANY EQUAL EMPLOYMENT PRACTICES BY OUTSIDE AGENCIES WITH STATUTORY POWERS TO EFFECT CHANGE. (ET)
AIM/ARM: VT004086

3272 THE NEGRO AND HIGHER EDUCATION IN THE SOUTH. AUG67
GODARD, JAMES W. [AND OTHERS]
SOUTHERN REGIONAL EDUCATION BOARD, ATLANTA, GA.
NOTES: 52P.
ADMINISTRATION, ADMISSION CRITERIA, ADULT EDUCATION PROGRAMS, CHURCH RELATED COLLEGES, COMPENSATORY EDUCATION, CULTURALLY DISADVANTAGED, CURRICULUM DEVELOPMENT, EDUCATIONALLY DISADVANTAGED, EQUAL EDUCATION, FINANCIAL SUPPORT, GRADUATE STUDY, HIGHER EDUCATION, INTERINSTITUTIONAL COOPERATION, JUNIOR COLLEGES, NEGROES, POST SECONDARY EDUCATION, REGIONAL PLANNING, SOUTHERN STATES, ATLANTA
THIS STATEMENT BY THE SOUTHERN REGIONAL EDUCATION BOARDS COMMISSION ON HIGHER EDUCATIONAL OPPORTUNITY RECOMMENDS THAT EDUCATIONAL LEADERS IN THE REGION AIM FOR PROVIDING EQUAL HIGHER EDUCATIONAL OPPORTUNITIES FOR NEGROES IN THE SOUTH. THREE MEASURES ARE ESSENTIAL TO THE REALIZATION OF THIS GOAL--(1) IMMEDIATE STEPS TO HELP NEGRO COLLEGE STUDENTS OVERCOME THE HANDICAPS OF EDUCATIONAL DISADVANTAGEMENT AND CULTURAL DEPRIVATION, (2) LONG-RANGE PLANS TO COMPLETE THE EVOLUTION OF THE SOUTHS DUAL SYSTEM OF HIGHER EDUCATION INTO A SINGLE SYSTEM SERVING ALL STUDENTS, AND (3) ENGAGEMENT OF ALL TYPES OF EDUCATIONAL RESOURCES TO ACHIEVE EQUALITY OF EDUCATIONAL OPPORTUNITY. THE SOUTHS 104 TRADITIONALLY NEGRO INSTITUTIONS REQUIRE DRASTIC CHANGES IF THEY ARE TO MATCH THEIR WHITE COUNTERPARTS IN ADMISSION STANDARDS, BREADTH AND DEPTH OF CURRICULUM, QUALITY OF INSTRUCTION, AND PREPARATION OF STUDENTS FOR EMPLOYMENT. THEY ALSO FACE SERIOUS FINANCIAL, ADMINISTRATIVE, AND TEACHING PROBLEMS. GENERAL AND SPECIFIC RECOMMENDATIONS ARE AIMED AT SOLUTION OF THESE PROBLEMS. THIS STATEMENT WAS PREPARED BY THE COMMISSION ON HIGHER EDUCATIONAL OPPORTUNITY IN THE SOUTH FOR PRESENTATION TO THE ANNUAL MEETING OF THE SOUTHERN REGIONAL EDUCATION BOARD (WHITE SULPHUR SPRINGS, WEST VIRGINIA, AUGUST 29, 1967). (HM)
ERIC: ED017047

3273 NEGRO CONSTRUCTION CRAFTSMEN IN A SOUTHERN LABOR MARKET. FINAL REPORT. AUG 72
SHAPIRO, THERESA R.
LOUISIANA STATE UNIV., NEW ORLEANS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 193P.
BACKGROUND, CONSTRUCTION INDUSTRY, CRAFTSMEN, EMPLOYMENT PROBLEMS, FEDERAL PROGRAMS, LABOR UNIONS, MANPOWER UTILIZATION, MICROFICHE, NEGRO EMPLOYMENT, RACIAL DISCRIMINATION, SOUTHERN STATES, VOCATIONAL DEVELOPMENT, WAGES
ALTHOUGH THE STUDY INCLUDES SECTIONS ON THE HISTORY AND ORGANIZATION OF THE BUILDING TRADE UNIONS IN METROPOLITAN NEW ORLEANS AND ON THE OPERATION OF THE APPRENTICESHIP OUTREACH PROGRAM IN THE AREA, ITS MAIN FOCUS IS ON EMPLOYMENT, EARNING, SKILL LEVELS, AND ATTITUDES OF WHITE AND BLACK CARPENTERS, UNION AND NONUNION, AND WITH BLACK ROOFERS, UNION AND NONUNION, EMPLOYED IN THE CONSTRUCTION INDUSTRY. INTERVIEWS WITH RANDOM SAMPLES IN EACH GROUP INDICATE THAT STEADIER EMPLOYMENT AND MORE OVERTIME ENABLE BOTH BLACK AND WHITE NONUNION CRAFTSMEN TO COMPENSATE CONSIDERABLY FOR THEIR MUCH LOWER HOURLY RATES OF PAY. ALTHOUGH THE NONUNIONISTS EARNED LESS IN 1970 THAN THEIR UNION COUNTERPARTS, THE DIFFERENCES IN ANNUAL EARNINGS WERE MUCH SMALLER THAN DIFFERENCES IN HOURLY RATES. NOR DOES UNION MEMBERSHIP NECESSARILY SOLVE THE EMPLOYMENT PROBLEMS OF NEGROES. DESPITE EQUALITY IN JOB ASSIGNMENTS IN THE UNION HIRING HALL, BLACK UNION MEMBERS EXPERIENCED LESS EMPLOYER CONTINUITY, MORE UNEMPLOYMENT, AND MORE PART-TIME EMPLOYMENT THAN WHITE UNIONISTS. SIMILAR DIFFERENCES ARE FOUND IN COMPARING BLACK AND WHITE NONUNION CARPENTERS. (AUTHOR)
ERIC: ED074296 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 212 233, MF $.95; HC $3.00)

3274 NEGRO EMPLOYMENT IN THE SOUTH VOLUME I FEB 73
MARSHALL, RAY
TEXAS UNIV., AUSTIN. CENTER FOR THE STUDY OF HUMAN RESOURCES.
CONTRACT NO. DL-81-46-70-24
PAPER COPY ALSO AVAILABLE FROM NTIS $9.50/SET OF 3 REPORTS AS PB-219 611-SET.
NOTES: FINAL REPT. 160P
EMPLOYMENT, SOUTHERN STATES, NEGROES, EMPLOYMENT, ATLANTA(GEORGIA), BIRMINGHAM(ALABAMA), HOUSTON(TEXAS), LOUISVILLE(KENTUCKY), MEMPHIS(TENNESSEE), MIAMI(FLORIDA), OMPER
THE STUDY REPORTED IN THREE VOLUMES ANALYZES BLACK EMPLOYMENT PATTERNS IN THE SOUTH AND MAKES RECOMMENDATIONS FOR IMPROVING THOSE PATTERNS. AS BACKGROUND, THE MAIN HISTORICAL AND INSTITUTIONAL CONTEXTS WITHIN WHICH RACIAL EMPLOYMENT PATTERNS ARE DETERMINED ARE DISCUSSED. STATISTICAL ANALYSIS IS SUPPLEMENTED WITH DATA FROM FIELD INVESTIGATIONS. A CONCEPTUAL OR THEORETICAL FRAMEWORK IS DEVELOPED FOR ANALYZING BLACK EMPLOYMENT PATTERNS WHICH DIFFERS FROM MOST OF THE NEOCLASSICAL ECONOMIC THEORY OF DISCRIMINATION.
NTIS: PB-219 612/9 NTIS PRICES PC$3.00/MF$0.95

3275 NEGRO EMPLOYMENT IN THE SOUTH VOLUME II FEB 73
MARSHALL, RAY
TEXAS UNIV., AUSTIN. CENTER FOR THE STUDY OF HUMAN RESOURCES.
CONTRACT NO. DL-81-46-70-24
PAPER COPY ALSO AVAILABLE FROM NTIS $9.50/SET OF 3 REPORTS AS PB-219 611-SET.
NOTES: FINAL REPT. 426P
EMPLOYMENT, SOUTHERN STATES, NEGROES, EMPLOYMENT, ATLANTA(GEORGIA), BIRMINGHAM(ALABAMA), HOUSTON(TEXAS), LOUISVILLE(KENTUCKY), MEMPHIS(TENNESSEE), MIAMI(FLORIDA), OMPER
VOLUME 2 OF A THREE VOLUME REPORT ON BLACK EMPLOYMENT PATTERNS IN THE SOUTH GIVES A STATISTICAL ANALYSIS SUPPLEMENTED WITH DATA FROM FIELD INVESTIGATIONS. THE MAIN BLACK EMPLOYMENT SITUATIONS STUDIED INCLUDE RURAL AREAS, ESPECIALLY IN AGRICULTURE:

(CONT.)
3275 METROPOLITAN AREAS GENERALLY, AND ATLANTA, BIRMINGHAM, HOUSTON, LOUISVILLE, MEMPHIS, AND MIAMI IN PARTICULAR.
NTIS: PB-219 613/7 NTIS PRICES PC$6.00/MF$0.95

3276 NEGRO EMPLOYMENT IN THE SOUTH, VOLUME I THE HOUSTON LABOR MARKET. 71
BRIGGS, VERNON M., JR.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 103P.
EDUCATIONAL EQUALITY, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, EMPLOYMENT QUALIFICATIONS, EMPLOYMENT STATISTICS, EQUAL OPPORTUNITIES (JOBS), FEMALES, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER NEEDS, METROPOLITAN AREAS, NEGRO EMPLOYMENT, NEGROES, RACIAL DISCRIMINATION, HOUSTON
AS PART OF A PROJECT ON NEGRO EMPLOYMENT IN THE SOUTH, THIS STUDY CONSIDERS TWO INDICATORS OF THE EMPLOYMENT STATUS OF BLACKS IN THE HOUSTON LABOR MARKET (1) A PENETRATION RATE WHICH SHOWS THE DEGREE OF ENTRANCE INTO VARIOUS EMPLOYMENT CATEGORIES, AND (2) AN INDEX OF OCCUPATIONAL POSITIONS WHICH MEASURES RELATIVE STATUS IN THESE CATEGORIES. IN ADDITION, PROGRAMS TO IMPROVE BLACK EMPLOYMENT PATTERNS ARE DESCRIBED. THE FINDINGS INDICATE STRUCTURAL IMBALANCES: THE EMPLOYMENT POSITION OF BLACKS IN HOUSTON IS BELOW AVERAGE FOR THE NATION AND TYPICAL OF THE SOUTH, IN SPITE OF THE CITYS GROWING ECONOMY AND SHORTAGE OF MANPOWER. NOTING THE OUTRIGHT EXCLUSION OF BLACK WOMEN FROM MOST JOBS, THE STUDY RECOMMENDS TRAINING TO UPGRADE BLACK MEN AND PRESSURE TO ELIMINATE THE DISCRIMINATORY HIRING PRACTICES WHICH BAR BLACK WOMEN FROM EMPLOYMENT. (3M)
ERIC: ED048486 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L1.39/3 23/V.1, $1.00)

3277 NEGRO EMPLOYMENT IN THE SOUTH, VOLUME 2 THE MEMPHIS LABOR MARKET. 71
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 66P.
BLACK COMMUNITY, DOCTORAL THESES, EMPLOYMENT PATTERNS, EMPLOYMENT PROBLEMS, INTERVIEWS, LABOR MARKET, MANPOWER DEVELOPMENT, MIGRATION PATTERNS, NEGRO EMPLOYMENT, SOCIOECONOMIC STATUS, SOUTHERN STATES, TABLES (DATA), VOCATIONAL DEVELOPMENT, LABOR FORCE PARTICIPATION, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MEMPHIS
THIS MONOGRAPH ON NEGRO EMPLOYMENT IN THE MEMPHIS LABOR MARKET IS PART OF A FEDERALLY SPONSORED PROJECT ON NEGRO EMPLOYMENT IN THE SOUTH WHICH SEEKS TO PRESENT THE LATEST INFORMATION ON BOTH THE RACIAL EMPLOYMENT PATTERNS AND THE FACTORS RESPONSIBLE FOR PERPETUATING OR FOR CHANGING THOSE PATTERNS. AS PART OF A DOCTORAL DISSERTATION, A COMPARISON OF 1966 AND 1969 EMPLOYMENT PATTERNS OF NEGROES AND WHITES USED REGRESSION ANALYSIS TO EXPLAIN NEGRO INDUSTRIAL PENETRATION RATES (THEIR SHARE OF EMPLOYMENT) AND OCCUPATIONAL DISTRIBUTION, BY RACE. ALSO, UNSTRUCTURED FIELD INTERVIEWS EXAMINED VARIOUS ASPECTS OF THE MEMPHIS LABOR MARKET, SUCH AS MANPOWER PROGRAMS AND NEGRO EMPLOYMENT PROBLEMS. TWENTY-FIVE REPRESENTATIVES OF THE BLACK COMMUNITY, 60 EMPLOYERS, AND OFFICIALS FROM 16 PRIVATE AND PUBLIC AGENCIES WERE INTERVIEWED TO PROVIDE INSIGHT INTO SOCIOECONOMIC FACTORS IN MINORITY EMPLOYMENT PATTERNS. HOUSING, EMPLOYMENT, EDUCATION, AND POVERTY PROBLEMS UNITED THE BLACK COMMUNITY IN A STRIKE IN 1968 WHICH LED TO EXPANDED PROGRAMS TO IMPROVE SOCIOECONOMIC CONDITIONS. THIRTY TABLES PRESENT THE DATA, WHICH PRECEDE GENERAL AND SPECIFIC RECOMMENDATIONS FOR FEDERAL, STATE, AND LOCAL GOVERNMENT ACTION IN DEVELOPING APPROPRIATE MANPOWER PROGRAMS. THIS DOCUMENT IS RELATED TO A PREVIOUSLY PROCESSED REPORT ON THE HOUSTON LABOR MARKET AVAILABLE AS ED 048 486. (AG)
ERIC: ED067496 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (2900-0142, $.65)

3279 NEGRO EMPLOYMENT IN THE SOUTH, VOLUME 3 STATE AND LOCAL GOVERNMENTS. 73
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 53P.
EMPLOYMENT PATTERNS, EQUAL OPPORTUNITIES (JOBS), GOVERNMENT EMPLOYEES, INTEGRATION METHODS, LOCAL GOVERNMENT, NEGRO EMPLOYMENT, PUBLIC POLICY, RACIAL DISCRIMINATION, SOUTHERN STATES, STATE GOVERNMENT, STATISTICAL DATA
THIS STUDY IS PART OF A MANPOWER RESEARCH PROJECT TO ANALYZE NEGRO EMPLOYMENT PATTERNS IN THE SOUTH AND TO SUGGEST WAYS TO IMPROVE THEM. GOVERNMENT IS A MAJOR EMPLOYER, ESPECIALLY DURING ECONOMIC DEPRESSIONS WHEN MARKET FORCES HAVE CAUSED HIGH UNEMPLOYMENT IN THE PRIVATE SECTOR. GOVERNMENTS MAY BE PARTICULARLY IMPORTANT SOURCES OF JOBS FOR NEGROES AND OTHER MINORITIES IN EQUAL EMPLOYMENT OPPORTUNITY IMPLEMENTATION. DATA ARE PRESENTED FOR RACIAL PATTERNS OF EMPLOYMENT BY AGENCY CATEGORY AND LABOR TYPE IN 13 SOUTHERN STATES. IT WAS FOUND THAT GEOGRAPHIC LOCATION ALONE CANNOT EXPLAIN THE RACIAL EMPLOYMENT PATTERNS. LEADERSHIP BY STATE AND LOCAL OFFICIALS AND PRESSURE FROM THE COMMUNITY, BLACK AND WHITE, ARE ALSO VERY IMPORTANT, AND THE COMMUNITY ORGANIZATION IS AS IMPORTANT AS LEGISLATION IN CAUSING ANY CHANGES IN THE PATTERNS. THE STUDY ALSO INDICATED THE NEED FOR BETTER DATA ON NEGRO EMPLOYMENT IN STATE AND LOCAL GOVERNMENTS. THE DATA ARE ESPECIALLY LIMITED AT THE MUNICIPAL LEVEL. CONCLUSIONS AND RECOMMENDATIONS OFFER GUIDES FOR THE ADMINISTRATION AND ENFORCEMENT OF EQUAL EMPLOYMENT OPPORTUNITIES. VOLUME 1 AND 2 OF THIS PROJECT ARE AVAILABLE AS ED 048 486 AND ED 067 496 RESPECTIVELY. (MF)
ERIC: ED079478 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L1.39/3 VOL.3, $.85)

3279 THE NEGRO IN THE FURNITURE INDUSTRY. THE RACIAL POLICIES OF AMERICAN INDUSTRY SERIES. 73
FULMER, WILLIAM E.
PENNSYLVANIA UNIV., PHILADELPHIA. WHARTON SCHOOL OF FINANCE AND COMMERCE. FORD FOUNDATION, NEW YORK, N.Y.
NOTES: 207P.
EMPLOYMENT, EMPLOYMENT PATTERNS, EMPLOYMENT PRACTICES, FURNITURE INDUSTRY, LABOR ECONOMICS, MANPOWER NEEDS, MANPOWER UTILIZATION, MINORITY GROUPS, NEGRO EMPLOYMENT, OCCUPATIONAL SURVEYS, PERSONNEL SELECTION, RESEARCH
THIS IS THE TWENTY-EIGHTH OF A SERIES OF STUDIES CONDUCTED TO DETERMINE VARIANCES IN INDUSTRIAL EMPLOYMENT PRACTICES OF NEGROES AND TO DEVELOP APPROPRIATE HIRING POLICIES. THIS PARTICULAR STUDY SOUGHT TO EXAMINE CURRENT RACIAL EMPLOYMENT POLICIES IN THE FURNITURE INDUSTRY WITHIN THE CONTEXT OF THE INDUSTRYS STRUCTURE AND HISTORY. INTERVIEWS WITH VARIOUS FURNITURE MANUFACTURERS IN THE U. S..CENSUS REPORTS, AND INFORMATION OBTAINED FROM THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION PROVIDED THE DATA. AS AN INDUSTRY HIGHLY CONCENTRATED IN THE SOUTH, THE FURNITURE INDUSTRY RACIAL EMPLOYMENT POLICIES APPEAR TO BE MORE AFFECTED BY LABOR MARKET CONDITIONS THAN BY ANY OTHER FACTOR. (AUTHOR/SN)
ERIC: ED080680 UNIVERSITY OF PENNSYLVANIA, INDUSTRIAL RESEARCH UNIT, THE WHARTON SCHOOL, PHILADELPHIA, PA 19104 ($5.95)

3298 THE NEGRO LABOR MARKET IN CHICAGO, 1966 : CONDITIONS IN EMPLOYMENT AND MANPOWER TRAINING. 66
HYMER, BENNETT
CHICAGO URBAN LEAGUE, ILL.
NOTES: 20P.
NEGROES, UNSKILLED WORKERS, SEMISKILLED WORKERS, SKILLED WORKERS, RACIAL DISCRIMINATION, COMMUNITY SURVEYS, NEGRO EMPLOYMENT, NEGRO HOUSING, NEGRO EDUCATION, EMPLOYMENT PROBLEMS, SOCIOECONOMIC STATUS, SOCIAL PROBLEMS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT TRENDS, EQUAL OPPORTUNITIES (JOBS), EQUAL EDUCATION, LOW INCOME, TECHNOLOGICAL ADVANCEMENT, URBAN AREAS, VOCATIONAL EDUCATION, LABOR MARKET, , CHICAGO, ILLINOIS
CENSUS DATA AND OTHER RESEARCH PROVIDED THE DATA FOR AN EVALUATION OF CURRENT EMPLOYMENT CONDITIONS FOR NEGROES, THE IMPACT OF RECENT TECHNOLOGICAL DEVELOPMENTS ON THE NEGRO LABOR FORCE, AND PUBLIC AND VOCATIONAL EDUCATION AVAILABLE TO NEGROES. THE MAJOR FINDINGS OF THE STUDY WERE (1) THE LOWERING OF RACIAL BARRIERS HAD NOT APPRECIABLY AFFECTED THE SOCIOECONOMIC STATUS OF NEGRO WORKERS COMPARED WITH THAT OF WHITE WORKERS, (2) UNSKILLED NEGRO WORKERS HAVE BEEN ISOLATED FROM MOST OF THE CHANGES THAT HAVE TAKEN PLACE, (3) BECAUSE OF HOUSING SEGREGATION THE RELOCATION OF INDUSTRY IN THE CHICAGO AREA HAS RESULTED IN A NET LOSS OF JOBS FOR THE NEGRO LABOR FORCE, AND (4) SCHOOL SEGREGATION IS NOW A MAJOR EMPLOYMENT BARRIER. THE ANALYSIS SHOWED THAT DESPITE THE FAVORABLE CONDITIONS FOR NEGRO WORKERS DURING THE PAST 2 YEARS, THE NEGRO LABOR FORCE STILL FACES JOB LOSS THROUGH AUTOMATION, RISING UNEMPLOYMENT, LOW WAGES, AND INFERIOR TRAINING. THESE FACTORS REFLECT THE DUAL LABOR MARKET IN WHICH DEMAND AND SUPPLY FORCES OPERATE SEPARATELY FOR NEGROES AND WHITES IN DETERMINING EARNINGS, OCCUPATIONAL DISTRIBUTION, RECRUITMENT PROCEDURES, HIRING PRACTICES, TRAINING, AND PROMOTION OF WORKERS. THE SOLUTIONS TO THESE PROBLEMS REQUIRE THAT STRONG COOPERATIVE MEASURES BE TAKEN TO ELIMINATE EMPLOYMENT DISCRIMINATION, HOUSING SEGREGATION, SCHOOL SEGREGATION, AND INFERIOR TRAINING. (ET)
AIM/ARM: VT004010

3291 NEGRO OCCUPATIONAL STATUS AND EDUCATION SPECIAL ANALYSIS UNDER THE NEGRO EMPLOYMENT IN THE SEVEN SOUTHERN SMSAS STUDY. 31 NOV 74
CHRISTIAN, VIRGIL L., JR.
KENTUCKY RESEARCH FOUNDATION, LEXINGTON. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. 21-24-74-27
NOTES: 198P.
CAUCASIANS, CENSUS FIGURES, COMPARATIVE ANALYSIS, EDUCATIONAL EXPERIENCE, EMPLOYMENT QUALIFICATIONS, INCOME, INDUSTRY, METROPOLITAN AREAS, MIGRATION, NEGRO EMPLOYMENT, OCCUPATIONS, PROFESSIONAL OCCUPATIONS, RACIAL DIFFERENCES, RACIAL DISCRIMINATION, SEX DIFFERENCES, SKILLED OCCUPATIONS, SOUTHERN STATES, WHITE COLLAR OCCUPATIONS, ALABAMA (BIRMINGHAM), FLORIDA (MIAMI), GEORGIA (ATLANTA), KENTUCKY (LOUISVILLE), LOUISIANA (NEW ORLEANS), TENNESSEE (MEMPHIS), TEXAS (HOUSTON)
A RESEARCH PROJECT IS DESCRIBED WHOSE THREE MAJOR PURPOSES WERE (1) TO USE DATA FROM THE 1970 CENSUS OF POPULATION TO UPDATE, VALIDATE, AND REINFORCE THE FINDINGS OF THE STANDARD METROPOLITAN STATISTICAL AREA (SMSA) STUDIES MADE FOR THE NEGRO EMPLOYMENT IN THE SOUTH (NES) PROJECT. (THE SCOPE OF THOSE STUDIES COVERED SEVEN MAJOR SOUTHERN SMSAS--ATLANTA, BIRMINGHAM, HOUSTON, LOUISVILLE, MEMPHIS, MIAMI, AND NEW ORLEANS--AND SOUGHT TO DETERMINE AND ANALYZE THE PATTERNS OF BLACK EMPLOYMENT WITH THE ULTIMATE PURPOSE OF ARRIVING AT POLICY RECOMMENDATIONS AIMED AT THE SOURCES OF THE PROBLEMS.), (2) TO DETERMINE WHETHER MIGRATION PATTERNS FOR SOUTHERN SMSAS HAVE WIDENED INCOME AND OCCUPATIONAL DISCREPANCIES BETWEEN BLACKS AND WHITES IN THEM, AND (3) TO DETERMINE WHETHER THE INCOME AND OCCUPATIONAL GAP BETWEEN THE RACES WIDENS AS THE EDUCATIONAL LEVEL RISES, AS IS COMMONLY SUPPOSED, AND IF IT DOES, IF THE DISCREPANCY IS BECOMING MORE OR LESS PRONOUNCED. AFTER THE INTRODUCTORY SECTION, WHICH GIVES THE BACKGROUND OF THE PROJECT, THE SEVEN SMSAS ARE DISCUSSED IN SEPARATE CHAPTERS, WHICH COVER THE SOCIOLOGICAL, ECONOMIC, AND POLITICAL CHARACTERISTICS OF THE CITIES, THE BLACK AND WHITE 1970 CENSUS DATA RELATING TO EDUCATION, OCCUPATIONAL STATUS, AND EARNINGS, AND THE EDUCATIONAL AND OCCUPATIONAL STATUS OF IN-MIGRANTS TO THE SMSAS. THE REPORT CONCLUDES

(CONT.)

3281 WITH A SUMMARY WHICH FOCUSES ON THE EXTENT TO WHICH THE ANALYSES AND CONCLUSIONS OF THE NES STUDY ARE MODIFIED BY THE 1970 CENSUS DATA. (SH)
ERIC: ED134705

3282 NEGRO PARTICIPATION IN APPRENTICESHIP PROGRAMS. DEC 66
BRIGGS, VERNON M., JR.:MARSHALL, F. RAY
NOTES: 503P.
APPRENTICESHIPS, COMMUNITY ACTION, DISADVANTAGED YOUTH, EDUCATIONAL DISCRIMINATION, EMPLOYMENT OPPORTUNITIES, INTERVIEWS, LABOR UNIONS, NEGRO EMPLOYMENT, NEGROES, NEGRO YOUTH, RACIAL DISCRIMINATION
APPROACHES AND METHODS WHICH HAVE SUCCEEDED IN INCREASING NEGRO PARTICIPATION IN SELECTED APPRENTICESHIP PROGRAMS WERE STUDIED IN ORDER TO RECOMMEND POLICIES WHICH WOULD MAKE IT POSSIBLE FOR NEGROES TO FURTHER INCREASE THEIR PARTICIPATION IN AND SUCCESSFUL COMPLETION OF APPRENTICESHIP PROGRAMS. INTERVIEWS IN 10 MAJOR CITIES WITH 121 OFFICIALS CONCERNED WITH NEGRO PARTICIPATION AND 127 NEGROES INVOLVED DIRECTLY IN APPRENTICESHIP PROGRAMS PROVIDED A VALUABLE UNDERSTANDING OF THE DEPTH AND SCOPE OF THE COMPLEX PROBLEM. THE LIMITED NUMBER OF NEGRO APPRENTICES IS DUE TO A COMPLEX CONSTELLATION OF FACTORS WHICH ARE DEEPLY EMBEDDED IN THE TOTAL AMERICAN SOCIETY. NEGRO YOUNGSTERS DO NOT HAVE AN EQUAL CHANCE OF LEARNING ABOUT APPRENTICESHIP TRAINING, OF BEING MOTIVATED TO TRY TO ENTER THESE PROGRAMS, OF MEETING THE QUALIFICATIONS, OF PASSING THE TESTS, OR OF SUCCESSFULLY COMPLETING THESE PROGRAMS. MANY OF THE OBJECTIVE STANDARDS OF APPRENTICE SELECTION ARE RACIALLY MOTIVATED AND IF A SUPPLY OF QUALIFIED APPLICANTS IS GENERATED AND CONTINUES TO BE BARRED FROM APPRENTICE PROGRAMS, PUBLIC POLICY MIGHT HAVE TO DEVOTE MORE ATTENTION TO THE QUALIFICATIONS AND TESTING PROCEDURES USED TO SELECT TRAINEES. TWO OF THE MOST IMPORTANT POLICIES NEEDED TO INCREASE NEGRO PARTICIPATION ARE MEASURES THAT WOULD IMPROVE THE QUALITY OF EDUCATION AVAILABLE TO DISADVANTAGED YOUTH AND POLICIES TO MAINTAIN FULL EMPLOYMENT AND ECONOMIC GROWTH. THE MUNICIPAL, FEDERAL, CIVIL RIGHTS, INDUSTRY, UNION, AND STATE OFFICIALS ALL HAVE IMPORTANT ROLES TO PLAY IN INCREASING THE NUMBER OF NEGRO APPRENTICES. (HC)
AIM/ARM: VT004310

3283 NEGROES IN APPRENTICESHIP. MANPOWER AUTOMATION RESEARCH MONOGRAPH NO. 6. AUG67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 39P.
APPRENTICESHIPS, COMMUNITY ACTION, DIRECTORIES, EMPLOYMENT PROGRAMS, EQUAL OPPORTUNITIES (JOBS), GOVERNMENT ROLE, LABOR LEGISLATION, LABOR STANDARDS, LABOR UNIONS, NEGRO EMPLOYMENT, NEGROES, NEGRO YOUTH, POLICY, PRIVATE AGENCIES, PROGRAM EVALUATION, SOCIOECONOMIC INFLUENCES, VOLUNTARY INTEGRATION
SELECTED PORTIONS OF A STUDY, NEGRO PARTICIPATION IN APPRENTICESHIP PROGRAMS (VT 004 310) BY F.R. MARSHALL AND V. M. BRIGGS, JR., ARE PRESENTED TO FOSTER ACTION TO AFFORD FULLY EQUAL APPRENTICESHIP OPPORTUNITY. APPRENTICESHIP PROGRAMS IN NEW YORK, PHILADELPHIA, CLEVELAND, PITTSBURGH, CINCINNATI, DETROIT, SAN FRANCISCO-OAKLAND, HOUSTON, ATLANTA, AND WASHINGTON WERE STUDIED THROUGH NUMEROUS INTERVIEWS WITH REPRESENTATIVES OF LABOR, MANAGEMENT, CIVIL RIGHTS GROUPS, GOVERNMENT, EDUCATIONAL ORGANIZATIONS, AND NEGRO YOUTH. THE STUDY CONCLUDED THAT THE INADEQUATE SUPPLY OF NEGROES WHO PRESENTLY WANT TO OR CAN QUALIFY FOR APPRENTICESHIP IS, MORE THAN DISCRIMINATION, THE CHIEF OBSTACLE TO WIDER PARTICIPATION OF NEGROES IN THE 350 APPRENTICEABLE TRADES. OF 21,500 APPRENTICES EMPLOYED ON FEDERALLY SUPPORTED CONSTRUCTION PROJECTS IN 1964, 483 (2.2 PERCENT) WERE NEGRO. DESPITE FEDERAL AND LOCAL LAWS AND REGULATIONS REQUIRING EQUAL OPPORTUNITY, THERE HAVE BEEN NO SIGNIFICANT INCREASES IN THE NUMBER OF NEGRO APPRENTICES. THE GREATEST BARRIER HAS BEEN THE LACK OF MAJOR EFFORTS TO RECRUIT, TRAIN, AND COUNSEL QUALIFIED APPLICANTS. ALSO NEEDED ARE FULL EMPLOYMENT CONDITIONS, INFORMATION DISSEMINATION EFFORTS, AND A VARIETY OF CORRECTIVE MEASURES ON THE PART OF EDUCATORS, EMPLOYERS, UNIONS, CIVIL RIGHTS GROUPS, AND GOVERNMENT. SOME SPECIFIC RECOMMENDATIONS ARE INCLUDED. APPRENTICESHIP INFORMATION SOURCES ARE LISTED. COPIES OF THIS DOCUMENT ARE AVAILABLE FROM MANPOWER ADMINISTRATION, OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH, U.S. DEPARTMENT OF LABOR, 14TH STREET AND CONSTITUTION AVENUE, N.W., WASHINGTON, D.C. 20410. (ET)
ERIC: ED019440

3284 NEGROES IN THE U.S. SOCIAL, INDUSTRIAL, AND BEHAVIORAL INTERACTIONS. VOLUME 2. 1973-1976 (A BIBLIOGRAPHY WITH ABSTRACTS) NOV 76
ADAMS, GERALD F.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1973-76 173P
BIBLIOGRAPHIES, NEGROES, SOCIOMETRICS, SOCIOPSYCHOLOGICAL SURVEYS, ECONOMIC SURVEYS, BLACK WHITE COMPARISONS, RACE RELATIONS, NTISNTIS
VOLUME TWO OF A TWO VOLUME BIBLIOGRAPHY ON THE RELATIONSHIPS OF NEGROES TO AMERICAN LIFE CONTINUES THE MATERIALS BEGUN IN VOLUME ONE ON INTERACTIONS IN THE SOCIOECONOMIC, SOCIOPHYCHOLOGICAL, AND BEHAVIORAL ASPECTS OF U.S. NEGROES. STUDIES ARE INCLUDED ON RURAL AND URBAN AFFAIRS, RACIAL-LABOR MARKET CONDITIONS, EMPLOYMENT AND UNEMPLOYMENT, FAMILY RELATIONS, AND THE ARMED SERVICES. DISCUSSIONS ARE PRESENTED OF ATTITUDES TOWARDS NEGROES, BLACK-WHITE COMPARISONS, REGIONAL VARIATIONS, AND CROSS-CULTURAL PSYCHOLOGY. REFERENCES ARE MADE TO JOB BEHAVIOR, MENTAL APTITUDES, CRIMINOLOGY, MIGRATION, EDUCATION, RACISM, AND ALLIED SUBJECTS. (THIS UPDATED BIBLIOGRAPHY CONTAINS 168 ABSTRACTS, 69 OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.)
NTIS: NTIS/PS-76/0926/6ST NTIS PRICES PC N01/MF N01

3295 NEGROES IN THE U.S. - SOCIAL, INDUSTRIAL, AND BEHAVIORAL INTERACTIONS. VOLUME 2. 1973-NOVEMBER, 1977 (A BIBLIOGRAPHY WITH ABSTRACTS) NOV 77
KENTON, EDITH
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1973-NOV 77 242P
BIBLIOGRAPHIES, NEGROES, SOCIOMETRICS, SOCIOPSYCHOLOGICAL SURVEYS, ECONOMIC SURVEYS, BLACK WHITE COMPARISONS, RACE RELATIONS, NTISNTIS
VOLUME 2 OF A 2 VOLUME BIBLIOGRAPHY ON THE RELATIONSHIP OF NEGROES TO AMERICAN LIFE CONTINUES THE MATERIALS BEGUN IN VOLUME 1 ON INTERACTIONS IN THE SOCIOECONOMIC, SOCIOPSYCHOLOGICAL, AND BEHAVIORAL ASPECTS OF U.S. NEGROES. STUDIES ARE INCLUDED ON RURAL AND URBAN AFFAIRS, RACIAL-LABOR MARKET CONDITIONS, EMPLOYMENT AND UNEMPLOYMENT, FAMILY RELATIONS, AND THE ARMED SERVICES. DISCUSSIONS ARE PRESENTED OF ATTITUDES TOWARDS NEGROES, BLACK-WHITE COMPARISONS, REGIONAL VARIATIONS, AND CROSS-CULTURAL PSYCHOLOGY. REFERENCES ARE MADE TO JOB BEHAVIOR, MENTAL APTITUDES, CRIMINOLOGY, MIGRATION, EDUCATION, RACISM, AND ALLIED SUBJECTS. (THIS UPDATED BIBLIOGRAPHY CONTAINS 237 ABSTRACTS, 69 OF WHICH ARE NEW ENTRIES TO THE PREVIOUS EDITION.)
NTIS: NTIS/PS-77/1025/4ST NTIS PRICES PC N01/MF N01

3296 NEGROES IN THE U.S.--SOCIAL, INDUSTRIAL, AND BEHAVIORAL INTERACTIONS. VOLUME 1. 1965-1972 (A BIBLIOGRAPHY WITH ABSTRACTS) NOV 75
ADAMS, GERALD M.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1965-DEC 70 127P
BIBLIOGRAPHIES, NEGROES, SOCIOMETRICS, SOCIOPSYCHOLOGICAL SURVEYS, ECONOMIC SURVEYS, BLACK WHITE COMPARISONS, RACE RELATIONS, NTISNTIS
A WIDE COVERAGE IS MADE OF THE RELATIONS OF THE AMERICAN NEGRO TO THE NATIONAL, REGIONAL, AND LOCAL U.S. SCENES, RURAL AND URBAN. DISCUSSIONS ARE GIVEN, DEMOGRAPHIC FACTORS AND PROBLEMS, ATTITUDES OF AND TOWARDS BLACKS, EMPLOYMENT AND UNEMPLOYMENT, BLACK-WHITE COMPARISONS, AND LABOR RELATIONS. THIS VOLUME OF A TWO VOLUME BIBLIOGRAPHY CONTAINS STATISTICAL DATA SOCIOPSYCHOLOGICAL STUDIES, AND BEHAVIORAL SURVEYS, WITH REFERENCES TO MIGRATION, JOB OPPORTUNITY AND POLICIES, FAMILY AFFAIRS, HOUSING, SOCIAL WELFARE, JUVENILES, AND INTERRACIAL RELATIONS INCLUDING BLACK MILITANCY AND RIOTS. QUESTIONNAIRE SURVEYS ARE REPORTED, ALONG WITH INFORMATION ON POLICE AND COMMUNITY RELATIONS JOB BEHAVIOR, PROJECTS, PROGRAMS, AND OTHER RELATED TOPICS. (CONTAINS 122 ABSTRACTS)
NTIS: NTIS/PS-75/842/5ST NTIS PRICES PC$25.00/MF$25.00

3297 NEGROES IN THE U.S.--SOCIAL, INDUSTRIAL, AND BEHAVIORAL INTERACTIONS. VOLUME 2. 1973-1975 (A BIBLIOGRAPHY WITH ABSTRACTS) NOV 75
ADAMS, GERALD M.
NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA.
NOTES: REPT. FOR 1971-SEP 75 104P
BIBLIOGRAPHIES, NEGROES, SOCIOMETRICS, SOCIOPSYCHOLOGICAL SURVEYS, ECONOMIC SURVEYS, BLACK WHITE COMPARISONS, RACE RELATIONS, NTISNTIS
VOLUME TWO OF A TWO-VOLUME BIBLIOGRAPHY ON THE RELATIONSHIPS OF NEGROES TO AMERICAN LIFE CONTINUES THE MATERIALS BEGUN IN VOLUME ONE ON INTERACTIONS IN THE SOCIOECONOMIC, SOCIOPSYCHOLOGICAL, AND BEHAVIORAL ASPECTS OF U.S. NEGROES. STUDIES ARE INCLUDED ON RURAL AND URBAN AFFAIRS, RACIAL-LABOR MARKET CONDITIONS, EMPLOYMENT AND UNEMPLOYMENT, FAMILY RELATIONS, AND THE ARMED SERVICES. DISCUSSIONS ARE PRESENTED OF ATTITUDES OF AND TOWARD NEGROES, BLACK-WHITE COMPARISONS, REGIONAL VARIATIONS, AND CROSS-CULTURAL PSYCHOLOGY. REFERENCES ARE MADE TO JOB BEHAVIOR, MENTAL APTITUDES, CRIMINOLOGY, MIGRATION, EDUCATION, RACISM, AND ALLIED SUBJECTS. (CONTAINS 99 ABSTRACTS)
NTIS: NTIS/PS-75/843/3ST NTIS PRICES PC$25.00/MF$25.00

3298 NEIGHBORHOOD FAMILY DAY CARE AS A CHILD-REARING ENVIRONMENT. 19 NOV 70
EHLEN, ARTHUR C.
OREGON STATE UNIV., PORTLAND. OFFICE OF CHILD DEVELOPMENT (DHEW), WASHINGTON, D.C.
NOTES: 29P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE NATIONAL ASSOCIATION FOR THE EDUCATION OF YOUNG CHILDREN, BOSTON, MASSACHUSETTS, NOVEMBER 19, 1970
BEHAVIOR PATTERNS, CHILD CARE WORKERS, COMMUNITY SERVICES, DAY CARE SERVICES, FRIENDSHIP, INTERPERSONAL RELATIONSHIP, MOTHER ATTITUDES, MOTIVATION, NEIGHBORHOOD, RESIDENTIAL CARE, REWARDS, SOCIAL RELATIONS, WORKING WOMEN
THE FIELD STUDY REPORTED EXAMINED THE ATTITUDES AND BEHAVIOR OF WORKING MOTHERS AND THEIR NEIGHBORHOOD CAREGIVERS (NONRELATIVES). DATA WERE OBTAINED FROM INTERVIEWS WITH 104 MOTHER-SITTER PAIRS, 39 OF WHOM WERE FRIENDS WHEN THE ARRANGEMENT BEGAN, AND 65 OF WHOM WERE STRANGERS. THE DYNAMICS OF MOTHER-SITTER RELATIONS PROVE TO BE DRAMATICALLY DIFFERENT FOR THE TWO GROUPS. BETWEEN WOMEN WHO ALREADY KNOW EACH OTHER, FRIENDSHIP IS APPARENTLY THE BOND THAT HOLDS THE DAY CARE ARRANGEMENT TOGETHER. DISSATISFACTIONS MAY INVOLVE STRAINS CENTERING AROUND STATUS, DOMINANCE, AND INTERPERSONAL ISSUES, BUT MAY BE TOLERATED BECAUSE OF FRIENDSHIP. BY CONTRAST, THOSE WHO START OUT AS STRANGERS TEND TO DEVELOP A SYSTEM OF MUTUAL SATISFACTIONS NOT ASSOCIATED WITH DEGREE OF FRIENDSHIP ALTHOUGH FRIENDSHIP MAY LATER DEVELOP. MOTIVATION FOR CAREGIVERS WHO SIT FOR STRANGERS WAS FOUND TO BE PERSONAL ROLE SATISFACTION, AS WELL AS ECONOMIC. THE GOALS AND METHODS OF THE DAY CARE NEIGHBOR SERVICE, A 2-YEAR DEMONSTRATION PROJECT, ARE DESCRIBED. THROUGH A CREATIVE USE OF CONSULTATION, SOCIAL WORKERS REACH DAY CARE NEIGHBORS WHO, IN TURN, HELP POTENTIAL USERS AND GIVERS OF DAY CARE TO FIND EACH OTHER AND TO MAKE SATISFACTORY ARRANGEMENTS. THE SOCIAL IMPACT OF THE SERVICE IS DISCUSSED. TABLES ARE INCLUDED. (NH)
ERIC: ED049940

3289 NEIGHBORHOOD MANPOWER PROGRAMS. MANPOWER TRAINING SERIES. 67
MEZOFF, MAURICE M.
NEW YORK UNIV., N.Y. CENTER FOR THE STUDY OF UNEMPLOYED YOUTH. OFFICE OF JUVENILE DELINQUENCY AND YOUTH DEVELOPMENT (DHEW), WASHINGTON, D.C.
NOTES: 65P.
COMMUNITY AGENCIES (PUBLIC), COMMUNITY COOPERATION, COMMUNITY PROGRAMS, COMMUNITY SUPPORT, DISADVANTAGED GROUPS, FEDERAL PROGRAMS, JOB PLACEMENT, MANPOWER DEVELOPMENT, MANPOWER NEEDS, NEIGHBORHOOD CENTERS, NEIGHBORHOOD INTEGRATION, POVERTY PROGRAMS, PROGRAM PLANNING, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, WORK EXPERIENCE, JOB CORPS, NEW CAREERS PROGRAM, VOCATIONAL REHABILITATION SERVICES, YOUTH OPPORTUNITY CENTERS
IN ORDER TO ASSIST BOTH VOLUNTEERS AND STAFF AT ALL LEVELS IN PLANNING AND OPERATING MANPOWER SERVICES IN NEIGHBORHOODS, AN ATTEMPT HAS BEEN MADE TO PLACE NEIGHBORHOOD METHOD IN ITS PROPER CONTEXT AS A PART OF A COMPREHENSIVE MANPOWER PROGRAM, AND TO PROVIDE GUIDELINES FOR INTEGRATING MANPOWER ACTIVITIES INTO A TOTAL NEIGHBORHOOD SERVICE APPROACH. THE PREPARATION OF THE MONOGRAPH WAS PRECEDED BY VISITS TO A NUMBER OF COMMUNITIES IN THE NORTHEAST REGION OF THE COUNTRY THAT HAD OPERATING MANPOWER PROGRAMS IN NEIGHBORHOODS. A NUMBER OF EXPERTS WERE INTERVIEWED AND A VARIETY OF REPORTS AND EVALUATIONS OF PROGRAMS WERE REVIEWED. CONSEQUENTLY, THE MONOGRAPH REPRESENTS THE FINDINGS AND EXPERIENCE OF A NUMBER OF GROUPS AND INDIVIDUALS. IT WAS CONCLUDED THAT THE NEIGHBORHOOD CENTERS APPEAR AS A FEASIBLE AND EFFECTIVE INSTRUMENT FOR THE FIRST CONTACT IN DELIVERING NEEDED MANPOWER SERVICES. (CH)
ERIC: ED026451 CENTER FOR THE STUDY OF UNEMPLOYED YOUTH, GRADUATE SCHOOL OF SOCIAL WORK, NEW YORK UNIVERSITY, 853 BROADWAY, NEW YORK, NEW YORK 10003 ($1.00).

3290 THE NEIGHBORHOOD YOUTH CORPS A REVIEW OF RESEARCH. MANPOWER RESEARCH MONOGRAPH NO. 13. 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 60P.
ABSTRACTS, DISADVANTAGED YOUTH, DROPOUT PREVENTION, DROPOUT REHABILITATION, FEDERAL PROGRAMS, JOB TRAINING, MANPOWER DEVELOPMENT, OUT OF SCHOOL YOUTH, PROGRAM IMPROVEMENT, PROGRAM PLANNING, RESEARCH REVIEWS (PUBLICATIONS), NEIGHBORHOOD YOUTH CORPS, NYC
RESEARCH STUDIES FOR USE IN PLANNING, ADMINISTERING, AND IMPROVING THE IN-SCHOOL, SUMMER, AND OUT-OF-SCHOOL PROGRAMS OF THE NEIGHBORHOOD YOUTH CORPS (NYC) WERE REVIEWED. FINDINGS WERE ANALYZED FROM THOSE STUDIES THAT SURVEYED INDIVIDUAL NYC PROJECTS OR SPECIFIC ELEMENTS AND THOSE THAT ATTEMPTED TO DEVELOP AND TEST WAYS TO SOLVE PROBLEMS. SOME MAJOR CONCLUSIONS WERE (1) NYC RESEARCHERS AND ENROLLEES BELIEVE THAT THE PROGRAM HAS BEEN BENEFICIAL TO UNDERPRIVILEDGED YOUGH, (2) ALTHOUGH NYC GIVES STUDENTS A CHANCE TO AVOID ANOTHER FAILURE, IT DOES NOT GENERALLY PROVIDE NEEDED REMEDIAL EDUCATION AND COUNSELING, (3) JOB PLACEMENT AND DEVELOPMENT ARE NOT INTEGRAL PARTS OF MOST OF THE PROJECTS STUDIED, (4) THE OUT-OF-SCHOOL PROJECTS IN URBAN AREAS ARE NOT REACHING IMPOVERISHED WHITE YOUTH IN PROPORTION TO THEIR NUMBERS, AND (5) ALTHOUGH PARTICIPATION IN OUT-OF-SCHOOL PROGRAMS REDUCES RATE OF ARRESTS, YOUTH ARE NOT EQUIPPED FOR JOBS THAT PAY ENOUGH TO MAKE CRIMINAL ACTIVITY LESS ATTRACTIVE. ABSTRACTS OF 12 RESEARCH STUDIES ARE INCLUDED. (SB)
ERIC: ED040279 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L1.39/3 13, $.60)

3291 THE NEIGHBORHOOD YOUTH CORPS A REVIEW OF THE ERIC LITERATURE. ERIC-IRCD URBAN DISADVANTAGED SERIES, NUMBER 12. MAR 70
JABLONSKY, ADELAIDE;BARNES, REGINA
COLUMBIA UNIV., NEW YORK, N.Y. ERIC CLEARINGHOUSE ON THE URBAN DISADVANTAGED. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. OEC-0-9-420089-2327(010)
NOTES: 23P.
ANNOTATED BIBLIOGRAPHIES, DISADVANTAGED YOUTH, DROPOUT RATE, ECONOMIC DISADVANTAGEMENT, EMPLOYMENT OPPORTUNITIES, OUT OF SCHOOL YOUTH, PARTICIPANT CHARACTERISTICS, PERFORMANCE CRITERIA, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, YOUTH EMPLOYMENT, YOUTH PROBLEMS, YOUTH PROGRAMS, NEIGHBORHOOD YOUTH CORPS, NYC
THIS ANNOTATED BIBLIOGRAPHY, THE FOURTH OF A SERIES OF FIVE REPORTS OF SELECTED LITERATURE INCLUDED IN THE ERIC SYSTEM, CARRIES A SHORT REVIEW ON THE HISTORY AND OPERATION OF THE NEIGHBORHOOD YOUTH CORPS. THE 21 ITEMS IN THE LIST HAVE THE FOLLOWING BREAKDOWN (1) PROGRAM DESCRIPTIONS; (2) CHARACTERISTICS OF PARTICIPANTS; (3) EVALUATION REPORTS; AND, (4) REACTION PAPERS. FOR THE FIRST THREE REPORTS OF THIS SERIES, SEE ED 035 778, ED 035 779, AND ED 035 780; FOR A RELATED REPORT BY THE SAME EDITOR AS FOR THE FIRST THREE REPORTS, SEE THE JOB CORPS A REVIEW OF THE ERIC LITERATURE. (RJ)
ERIC: ED036661

3292 THE NEIGHBORHOOD YOUTH CORPS AN IMPACT EVALUATION SEP 73
SMITH, ROBERT S.;PITCHER, HUGH M.
ASSISTANT SECRETARY FOR POLICY, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C. OFFICE OF RESEARCH AND EVALUATION.
NOTES: TECHNICAL ANALYSIS PAPER NO. 9 71P
YOUTHS, DISADVANTAGED GROUPS, MANPOWER UTILIZATION, NEIGHBORHOOD YOUTH CORPS, NTISLABASP
THIS STUDY ATTEMPTS TO EVALUATE THE NEIGHBORHOOD YOUTH CORPS (NYC) WITH RESPECT TO THE ATTAINMENT OF FOUR GOALS (1) THE REDISTRIBUTION OF INCOME TO THE POOR; (2) INCREASING EMPLOYMENT OPPORTUNITIES FOR TEENAGERS; (3) REDUCTION OF TEENAGE CRIME RATES; AND (4) INCREASING THE LIFETIME EARNINGS OF PARTICIPANTS THROUGH JOB EXPERIENCE AND ENCOURAGEMENT TO STAY IN SCHOOL. IT IS FOUND THAT THE NYC PROGRAM IS ESSENTIALLY

(CONT.)

3232 REDISTRIBUTIVE IN THAT INCOME IS TRANSFERRED FROM MIDDLE- AND UPPER-INCOME GROUPS TO THE POOR. THE SUMMER PROGRAM APPEARS TO BE SLIGHTLY MORE REDISTRIBUTIVE THAN THE IN-SCHOOL PROGRAM, AT LEAST IN THE SHORT-RUN. EVIDENCE ON THE EMPLOYMENT EFFECTS OF NYC IS NOT AT ALL CONCLUSIVE OR CREDIBLE.
NTIS: PB-268 605/3ST NTIS PRICES PC A04/MF A01

3233 THE NEIGHBORHOOD YOUTH CORPS THREE YEARS OF SUCCESS. 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF WORK-TRAINING PROGRAMS.
NOTES: 17P.
DELINQUENCY PREVENTION, DROPOUT PREVENTION, DROPOUT PROGRAMS, DROPOUT REHABILITATION, FEDERAL PROGRAMS, POVERTY PROGRAMS, TABLES (DATA), URBAN AREAS, YOUTH EMPLOYMENT, YOUTH PROGRAMS, NEIGHBORHOOD YOUTH CORPS, NYC
THE SUCCESSFUL OPERATIONS OF THE NEIGHBORHOOD YOUTH CORPS ARE DESCRIBED IN THIS DEPARTMENT OF LABOR DOCUMENT. THE PUBLICATION CONSISTS OF BRIEF COMMENTS ABOUT THE PROGRAMS ACHIEVEMENTS IN VARIOUS CITIES AND INCLUDES SOME GRAPHIC AND STATISTICAL PRESENTATIONS. (NH)
ERIC: ED026423

3234 THE NEIGHBORHOOD YOUTH CORPS AND THE COMMUNITY, AN EXPLORATORY STUDY OF THE IMPLICATIONS OF A FEDERAL ANTI-POVERTY PROGRAM FOR MILWAUKEE, WISCONSIN. SEP66
CARO, FRANCIS G.
NEIGHBORHOOD YOUTH CORPS (DEPT. OF LABOR), WASHINGTON, D.C.
NOTES: 56P.
COMMUNITY AGENCIES (PUBLIC), COMMUNITY STUDY, DISADVANTAGED YOUTH, EMPLOYMENT EXPERIENCE, FEDERAL PROGRAMS, HIGH SCHOOL STUDENTS, JOB PLACEMENT, ON THE JOB TRAINING, OUT OF SCHOOL YOUTH, PARTICIPANT CHARACTERISTICS, POVERTY PROGRAMS, PROGRAM DESCRIPTIONS, PROGRAM EFFECTIVENESS, RECRUITMENT, SOCIAL AGENCIES, SOCIAL CHANGE, SOCIOECONOMIC INFLUENCES, STUDENT EMPLOYMENT, WORK STUDY PROGRAMS, YOUTH PROGRAMS, MILWAUKEE, NEIGHBORHOOD YOUTH CORPS, WISCONSIN
TWO APPROACHES WERE USED IN STUDYING THE EFFECTS OF THE NEIGHBORHOOD YOUTH CORPS (NYC) ON MILWAUKEE, WISCONSIN -- (1) IMPLICATIONS FOR THE INTERNAL AND EXTERNAL OPERATIONS OF ORGANIZATIONS INVOLVED IN ITS WORK FLOW, AND (2) IMPLICATIONS FOR SPECIFIC PROBLEMS IN THE YOUTH AND POVERTY AREAS (SCHOOL ATTENDANCE AND ACHIEVEMENT, JUVENILE DELINQUENCY, YOUTH UNEMPLOYMENT, DEPENDENCY, AND OTHERS). DATA WERE COLLECTED PRIMARILY THROUGH PERSONAL INTERVIEWS IN 41 AGENCIES INVOLVED IN THE NYC WORK FLOW, REPRESENTATIVES OF OTHER AGENCIES DEALING WITH POVERTY AND YOUTH PROBLEMS, AND CRITICS OF ESTABLISHED AGENCY SERVICES. THE TWO NYC PROGRAMS IN MILWAUKEE ARE -- (1) A PROGRAM FOR IN-SCHOOL YOUTH SPONSORED BY THE MILWAUKEE SCHOOL BOARD IN OPERATION SINCE SPRING 1965, AND (2) A PROGRAM FOR OUT-OF-SCHOOL YOUTH SPONSORED BY THE MILWAUKEE COUNTY GOVERNMENT, OPERATING SINCE JANUARY 1966. AMONG THE COMMON FINDINGS ARE -- (1) POLITICAL INTERFERENCE WITH AGENCY INTERNAL OPERATIONS HAS BEEN NEGLIGIBLE, (2) THE PRESENCE OF ENROLLEES IN AN AGENCY TENDS TO INCREASE THAT AGENCYS EFFECTIVENESS IN COMPLETING ITS TASKS, (3) SCHOOL OFFICIALS BELIEVE NYC IS USEFUL IN IMPROVING ATTENDANCE, PERFORMANCE, AND BEHAVIOR OF MILDLY PROBLEMATIC YOUTH, AND (4) NYC BOTH CONTRIBUTES TO AND SUFFERS FROM THE RELATIVE DISORGANIZATION OF COMMUNITY SERVICES. (ET)
ERIC: ED013968

3235 NEIGHBORHOOD YOUTH CORPS FIRST NATIONAL CONFERENCE REPORT, 1966. 66
NEIGHBORHOOD YOUTH CORPS, WASHINGTON, D.C.
NOTES: 94P.
YOUTH PROGRAMS, YOUTH EMPLOYMENT, CONFERENCE REPORTS, PROGRAM IMPROVEMENT, YOUTH AGENCIES, DISADVANTAGED YOUTH, WORK EXPERIENCE PROGRAMS, PROGRAM ADMINISTRATION, PROGRAM COORDINATION, PROGRAM PLANNING, EMPLOYMENT PROGRAMS, SPEECHES, ADULT VOCATIONAL EDUCATION, FEDERAL PROGRAMS, POLITICAL INFLUENCES, ORGANIZATIONAL CHANGE, PERSONNEL SELECTION, EMPLOYMENT QUALIFICATIONS, SOCIOECONOMIC INFLUENCES , NYC, NEIGHBORHOOD YOUTH CORPS, NEIGHBORHOOD YOUTH CORPS FIRST NATIONAL CONFERENCE, ST. LOUIS, MISSOURI, MAY 2-4, 1966
AFTER MORE THAN A YEAR OF NEIGHBORHOOD YOUTH CORPS (NYC) OPERATIONS, A CONFERENCE WAS CONVENED MAY 2-4, 1966, IN ST. LOUIS, MISSOURI, AND ATTENDED BY OVER 1,000 NYC SPONSORS AND ADMINISTRATORS, ENROLLEES, LEADING YOUTH EXPERTS, INDUSTRIALISTS, LABOR LEADERS, AND OTHERS. THE PARTICIPANTS CENTRAL TASK WAS TO PLOT A COURSE FOR CHANGE IN THE NYC, THE EDUCATIONAL SYSTEM, HIRING POLICIES AND PRACTICES, AND OTHER AREAS THAT CAN HAVE A POSITIVE EFFECT ON THE EMPLOYMENT OF YOUTH. THE CONFERENCE WAS KEYNOTED BY W. WILLARD WIRTZ WHO OUTLINED THE ROLE OF THE NYC IN THE OVERALL WAR AGAINST POVERTY. PRINCIPAL ADDRESSES THAT WERE DELIVERED WERE (1) THE CREDENTIALS TRAP BY S.M. MILLER, (2) THE WORLD OF THE YOUTH WE SERVE BY KENNETH E. MARSHALL, (3) NEIGHBORHOOD YOUTH CORPS GOALS AND POLICIES IN THE YEAR AHEAD BY MARK BATTLE, (4) THE IDEAL AND THE POSSIBLE BY ROBERT SCHRANK, (5) HOW THE NYC CAN HELP CHANGE YOUR SCHOOLS BY DANIEL SCHREIBER, AND (6) HOW NYC CAN HELP CHANGE HIRING POLICIES AND JOBS BY WILLIAM LANDIS. EXCERPTS ARE ALSO INCLUDED FROM (1) A SPEECH, THE CHANGES WE NEED, BY SALLY AYLSWORTH, AN NYC ENROLLEE, (2) SOME REACTIONS, A PANEL DISCUSSION MODERATED BY RAPHEL O. LEWIS, (3) A PANEL DISCUSSION, THE DILEMMAS AND POLITICS OF COORDINATION, MODERATED BY MARTIN REIN, (4) PRESCRIPTION FOR CHANGE, A PANEL DISCUSSION MODERATED BY ELI E. COHEN, AND (5) A CONFERENCE SUMMARY DELIVERED BY SIMON SLAVIN. (ET)
AIM/ARM: VT002294

3236 THE NEIGHBORHOOD YOUTH CORPS GOES TO FIJI JOB TRAINING FOR ANOTHER SOCIETYS DISADVANTAGED YOUTH NOV 72
SELDIN, JOEL R.
MOBILIZATION FOR YOUTH, INC., NEW YORK. THE EXPERIMENTAL MANPOWER LAB.
CONTRACT NO. OL-82-36-71-07
NOTES: FINAL REPT. 37P
VOCATIONAL GUIDANCE, YOUTHS, PROJECTS, FIJI, NEIGHBORHOOD YOUTH CORPS, DISADVANTAGED YOUTH
THE DIRECTOR OF YOUTH EMPLOYMENT PROGRAMS AT MFY-EML SPENT THE 1970-71 PROGRAM YEAR AS CONSULTANT TO THE VOCATIONAL TRAINING PROGRAM OF THE YWCA IN FIJI. HER WORK TESTED THE NYC MODEL IN A DIFFERENT ENVIRONMENT. ANALYSIS OF THE EXPERIENCE VALIDATES THE NEED FOR SUCH A SPECIAL MANPOWER SERVICE AS NYC FOR YOUTH NOT RESPONSIVE TO CONVENTIONAL EDUCATION. IT ALSO VERIFIES FOR ALL MANPOWERS PROGRAMS THE VALIDITY OF RELATEDNESS TO CURRENT LABOR MARKET CONDITIONS.
NTIS: PB-213 864/4 NTIS PRICES PC$3.00/MF$0.95

3237 THE NEIGHBORHOOD YOUTH CORPS GOES TO FIJI JOB TRAINING FOR ANOTHER SOCIETYS DISADVANTAGED YOUTH, FINAL REPORT. NOV 72
SELDIN, JOEL R.
MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. EXPERIMENTAL MANPOWER LAB. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 37P.
CONSULTATION PROGRAMS, DEVELOPING NATIONS, DISADVANTAGED YOUTH, JOB TRAINING, MANPOWER NEEDS, MANPOWER UTILIZATION, OCCUPATIONAL GUIDANCE, VOCATIONAL COUNSELING, YOUTH EMPLOYMENT, FIJI, NEIGHBORHOOD YOUTH CORPS, NYC
THE DIRECTOR OF YOUTH EMPLOYMENT PROGRAMS AT THE EXPERIMENTAL MANPOWER LABORATORY SPENT THE 1970-71 PROGRAM YEAR AS CONSULTANT TO THE VOCATIONAL TRAINING PROGRAM OF THE YOUNG WOMENS CHRISTIAN ASSOCIATION IN FIJI. HER WORK TESTED THE NEIGHBORHOOD YOUTH CORPS (NYC) MODEL IN A DIFFERENT ENVIRONMENT. ANALYSIS OF THE EXPERIENCE VALIDATES THE NEED FOR SUCH A SPECIAL MANPOWER SERVICE AS NYC FOR YOUTH NOT RESPONSIVE TO CONVENTIONAL EDUCATION. IT ALSO VERIFIES FOR ALL MANPOWER PROGRAMS THE VALIDITY OF RELATEDNESS TO CURRENT LABOR MARKET CONDITIONS. (AUTHOR)
ERIC: ED075654 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 213 864, MF $0.95, HC $3.00)

3238 THE NEIGHBORHOOD YOUTH CORPS IN-SCHOOL ENROLLEE, 1966-67 AN EVALUATIVE REPORT, PART I. 30 SEP 67
MCNAMARA, ROBERT J.
NATIONAL OPINION RESEARCH CENTER, CHICAGO, ILL. DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 174P.
COMPARATIVE ANALYSIS, DISADVANTAGED YOUTH, FEDERAL PROGRAMS, GUIDANCE COUNSELING, HIGH SCHOOL STUDENTS, JOB SATISFACTION, NATIONAL PROGRAMS, PARTICIPANT INVOLVEMENT, QUESTIONNAIRES, STATISTICAL DATA, STUDENT ATTITUDES, STUDENT CHARACTERISTICS, TABLES (DATA), WORK STUDY PROGRAMS, NEIGHBORHOOD YOUTH CORPS, NYC
THIS ANALYSIS OF THE NEIGHBORHOOD YOUTH CORPS (NYC) IN-SCHOOL ENROLLEE WAS BASED ON A PROBABILITY SAMPLING OF ALL THE NATIONS YOUTHS ENROLLED IN THE PROGRAM. 3,618 WERE STUDIED. A COMPARATIVE GROUP OF 1,143 SIMILAR LINE POVERTY YOUNGSTERS IN THE SAME SCHOOLS, BUT NOT IN THE NEIGHBORHOOD YOUTH CORPS, WERE ALSO ANALYZED IN AREAS WHERE PARALLELISMS OCCURRED. TWO-THIRDS OF THE ENROLLEES LISTED RETENTION IN SCHOOL UNTIL GRADUATION AS THE MAIN PURPOSE OF THE NEIGHBORHOOD YOUTH CORPS. MOST SPENT THEIR WAGES ON ITEMS OF SCHOOL NEEDS AND SOCIAL RESPECT. A FUNDAMENTAL FACTOR IN THE DEVELOPMENT OF GOOD WORK ATTITUDES AND SELF-ESTEEM WAS THE ENROLLEES FEELING OF JOB SATISFACTION. THIS DEPENDED ON WAGE SATISFACTION, SATISFACTION WITH THE BOSS, AND SATISFACTION WITH THE WORK ITSELF. ATTITUDES WERE POSITIVE ON THE LAST TWO: THE FIRST EVOKED LARGE SCALE CRITICISM. WHITE COLLAR JOBS WERE MOST POPULAR WITH NO DISCRIMINATION AMONG NEGROES AND WHITES IN THESE PLACEMENTS. THE FACT THAT ONE-THIRD OF THE ENROLLEES WERE WORKING IN UNSKILLED CATEGORIES REPRESENTS A PROBLEM FOR THE NEIGHBORHOOD YOUTH CORPS. IN GENERAL, NEIGHBORHOOD YOUTH CORPS PARTICIPANTS RECEIVED LITTLE MORE COUNSELING THAN THE COMPARATIVE GROUP. PROJECT DIRECTORS RECOGNIZE THE NEED FOR GREATER EFFORT IN THIS AREA. FOR PART II OF THE EVALUATION REPORT, SEE UD007677. (RB)
ERIC: ED025577

3239 THE NEIGHBORHOOD YOUTH CORPS--HELP OR HANDOUT. 67
HOWARD, JACK AND OTHERS
NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH, NEW YORK, N.Y.
ADULT EDUCATION, BASIC SKILLS, DISADVANTAGED YOUTH, DROPOUTS, EDUCATIONAL PROGRAMS, EMPLOYMENT OPPORTUNITIES, EVALUATION, FEDERAL PROGRAMS, HIGH SCHOOL STUDENTS, JOB SKILLS, JOB TRAINING, MINORITY GROUPS, OUT OF SCHOOL YOUTH, POVERTY PROGRAMS, REMEDIAL INSTRUCTION, SOCIOPSYCHOLOGICAL SERVICES, WORK EXPERIENCE PROGRAMS, WORK STUDY PROGRAMS, NEIGHBORHOOD YOUTH CORPS
THE SUCCESSES AND FAILURES OF THE NEIGHBORHOOD YOUTH CORPS (NYC) ARE DISCUSSED IN THIS JOURNAL ISSUE DEVOTED TO THE PROGRAM. IT IS NOTED THAT ALTHOUGH A LACK OF DATA MAKES IT DIFFICULT TO REALISTICALLY EVALUATE NYC, ITS ADMINISTRATORS STRONGLY DEFEND THE PROGRAMS RECORD IN DECREASING DROPOUTS AND JUVENILE CRIME, AND IN IMPROVING SCHOOL PERFORMANCE, HIRING PRACTICES, AND CONTINUING EDUCATION. THE PROGRAMS CRITICS, HOWEVER, MAINTAIN THAT THE NYC IS RIDDEN WITH POLITICAL MANIPULATION, FREQUENTLY OFFERS ONLY MENIAL WORK, AND OVER-EMPHASIZES SCHOOL PROGRAMS WHILE NEGLECTING OUT-OF-SCHOOL PROJECTS FOR JOBLESS YOUTH. THE FOLLOWING PAPERS ARE PART OF THE JOURNAL--(1) JACK HOWARD, NEIGHBORHOOD YOUTH CORPS--WASHINGTON VIEWS THE RECORD, (2) ROBERT SCHRANK, QUOTAS VS. QUALITY IN THE BIG

(CONT.)
3299 CITY, (3) TED SEAVER, MISSISSIPPIS SIX MONTH BAG, AND (4) WILLIAM H. WATTENBERG, PROFILE OF A SCHOOL PROGRAM. ALSO INCLUDED IS A TRANSCRIPT OF A DISCUSSION IN WHICH THE PARTICIPANTS WERE MARK BATTLE, PAUL GOODMAN, ROBERT SCHRANK, SAR LEVITAN, ELI COHEN, AND LOUIS KAPP. THIS ISSUE OF AMERICAN CHILD IS SPRING 1967. (NH)
ERIC: ED013846

3300 NEIGHBORHOOD-BASED CHILD CARE SERVICES FOR THE INNER CITY A SERVICE MODEL, A STAFFING PLAN AND A PROGRAM IMPLEMENTATION STRATEGY. FEB 71
ILLINOIS STATE DEPT. OF LABOR, CHICAGO, ILL. HUMAN SERVICES MANPOWER CAREER CENTER. ILLINOIS STATE BOARD OF VOCATIONAL EDUCATION AND REHABILITATION, SPRINGFIELD. VOCATIONAL AND TECHNICAL EDUCATION DIV.
NOTES: 92P.
CAREER LADDERS, CAREER OPPORTUNITIES, CHILD CARE WORKERS, CLERICAL WORKERS, COMMUNITY PROGRAMS, DAY CARE SERVICES, DISADVANTAGED GROUPS, FEASIBILITY STUDIES, HUMAN SERVICES, INNER CITY, MODELS, OCCUPATIONAL MOBILITY, PROGRAM ADMINISTRATION, PROGRAM DEVELOPMENT, VOCATIONAL EDUCATION, CAREER DEVELOPMENT
THIS FEASIBILITY STUDY WAS UNDERTAKEN TO DEVELOP AN INTEGRATED MODEL FOR THE DELIVERY OF NEIGHBORHOOD-BASED CHILD CARE SERVICES TO RESIDENTS OF THE INNER CITY WHICH WOULD (1) PUT THE NEEDS OF THE CHILD FIRST, (2) PROVIDE SUPPORTIVE HUMAN SERVICES TO THE FAMILY UNIT, (3) PROVIDE INNER CITY RESIDENTS WITH CAREER OPPORTUNITIES IN THE CHILD CARE FIELD, AND (4) DEVELOP AND SUSTAIN FULL COMMUNITY PARTICIPATION IN PROGRAM MANAGEMENT. THE PROPOSED MODEL CONSIST OF A CENTRAL UNIT WHICH SERVES A 25-BLOCK AREA AND PROVIDES ADMINISTRATIVE AND SUPPORTIVE SERVICES TO FIVE MINI-CENTERS. EACH MINI-CENTER SERVES A FIVE BLOCK AREA AND PROVIDES SERVICE TO EIGHT TO TEN PRE-SCHOOL CHILDREN, A SIMILAR NUMBER OF SCHOOL AGE CHILDREN, AND THEIR PARENTS. EMPLOYEES ARE TO BE SELECTED FROM THE NEIGHBORHOOD AND EVERY EFFORT WILL BE MADE TO UTILIZE WELFARE MOTHERS WHO WISH TO ENTER CHILD CARE AND HUMAN SERVICES CAREERS. SIX MONTHS PRIOR TO THE OPENING OF THE CENTRAL UNIT AND MINI-CENTERS, AND SUBSEQUENTLY ON AN ONGOING BASIS, ALL EMPLOYEES WILL PARTICIPATE IN A TRAINING PROGRAM. THE CAREER DEVELOPMENT PROGRAM IS BASED ON A CAREER LADDER APPROACH AND ALLOWS WORKERS TO ENTER AS A CHILD DEVELOPMENT, HUMAN SERVICES, OR CLERICAL TRAINEES AND PROCEED WITH TRAINING AND EXPERIENCE TO HIGHER COMPETENCY AND SALARY LEVELS. ADDITIONAL INFORMATION AND AN IMPLEMENTATION STRATEGY ARE PROVIDED. (SB)
ERIC: ED054342

3301 NEIGHBORHOODS AND NEIGHBORHOOD CENTERS, APPENDIX. MAY 68
HERRICK, MARY:AND OTHERS
NATIONAL COMMISSION ON URBAN PROBLEMS, WASHINGTON, D.C.
NOTES: 193P.
BIBLIOGRAPHIES, CHURCHES, CITY GOVERNMENT, CITY PLANNING, COMMUNITY ORGANIZATIONS, COMMUNITY SCHOOLS, COOPERATIVES, DISADVANTAGED GROUPS, EMPLOYMENT, HEALTH FACILITIES, INNER CITY, JOB PLACEMENT, JOB TRAINING, NEIGHBORHOOD CENTERS, PUBLIC EDUCATION, SUBPROFESSIONALS, SUPERVISION, URBAN AREAS
THE FIRST SEVEN ESSAYS DISCUSS THE RISE OF COMMUNITY SCHOOLS IN URBAN PUBLIC EDUCATION, NEIGHBORHOOD HEALTH CENTERS, CHURCHES IN THE INNER CITY, COOPERATIVES AND CREDIT UNIONS IN LOW INCOME URBAN AREAS, JOB TRAINING AND PLACEMENT IN NEIGHBORHOOD BASED PROGRAMS, EMPLOYMENT AND SUPERVISION OF NONPROFESSIONALS, URBAN OBSERVATORIES, AND SOCIAL INDICATORS. FOUR OTHERS DESCRIBE THE NEIGHBORHOOD SERVICE AND DEVELOPMENT CENTER, SOUTH BROOKLYN; THE WEST END COMMUNITY COUNCIL, CINCINNATI; THE NEIGHBORHOOD CENTERS ASSOCIATION OF HOUSTON AND HARRIS COUNTY, TEXAS; AND THE ORGANIZATION OF ORGANIZATIONS IN MILWAUKEE. THE DOCUMENT INCLUDES 144 REFERENCES. (AUTHOR/LY
ERIC: ED034938 CLEARINGHOUSE FOR FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, SPRINGFIELD, VIRGINIA 22151 (PB-185-214, MF $0.65, HC $3.00)

3302 NETHERLANDS. CME COUNTRY REPORTS . JUL 74
COUNCIL OF EUROPE, STRASBOURG (FRANCE). DOCUMENTATION CENTER FOR EDUCATION IN EUROPE.
NOTES: 21P.; FOR RELATED DOCUMENTS, SEE RC 008 093-102; RC 008 104-108
ADULT EDUCATION, CULTURAL DIFFERENCES, EXPERIMENTAL PROGRAMS, FEDERAL LEGISLATION, IMMIGRANTS, MANPOWER NEEDS, MIGRANT CHILD EDUCATION, MIGRANT WORKERS, OVERPOPULATION, SECOND LANGUAGE LEARNING, VOCATIONAL EDUCATION, NETHERLANDS
UNDER THE 1969 COMPULSORY EDUCATION ACT IN THE NETHERLANDS, IMMIGRANT PARENTS OF SCHOOL AGE CHILDREN ARE OBLIGED TO ENROLL THEM IN A PRIMARY SCHOOL. CHIEF PROBLEMS IN THE EDUCATION OF THESE CHILDREN ARE THE DUTCH LANGUAGE, AND A GREAT CULTURAL DIVERSITY IN THE CHILDRENS BACKGROUNDS. ANOTHER PROBLEM RELATES TO LENGTH OF RESIDENCE -- ALTHOUGH THE NETHERLANDS NEEDS MANPOWER FROM OTHER COUNTRIES, ITS DEMOGRAPHIC SITUATION DOES NOT ENCOURAGE IMMIGRANT FAMILIES WHO WILL SETTLE PERMANENTLY. ADULT TRAINING PROGRAMS INCLUDE PART-TIME ELEMENTARY TECHNICAL EDUCATION; PROFESSIONAL TRAINING CENTRES (DUTCH SPEAKING ONLY); AND INDUSTRIAL TRAINING. ALTHOUGH NO DEFINITE STANDARDS HAVE BEEN LAID DOWN FOR PRIMARY EDUCATION, IMMIGRANT CHILDREN ARE GIVEN A DUTCH EDUCATION, WHILE WHEREVER POSSIBLE INSTRUCTION IS GIVEN IN THE LANGUAGE AND CULTURE OF THEIR NATIVE COUNTRY. FEDERAL LEGISLATION FOR NURSERY SCHOOLS, PRIMARY SCHOOLS, SECONDARY EDUCATION, POST-SECONDARY EDUCATION, AND ADULT TRAINING AND EDUCATION ARE EXPLAINED. IN 1972, THERE WERE 154,746 IMMIGRANT WORKERS IN THE NETHERLANDS, MOSTLY FROM TURKEY, MOROCCO, AND SPAIN. THE BIBLIOGRAPHY LISTS OVER 30 REFERENCES PUBLISHED BETWEEN 1966-73. TITLES ARE IN DUTCH. (KM)
ERIC: ED096061 NOT AVAILABLE SEPARATELY, SEE RC 008 093

3303 A NEW APPROACH TO LOCAL LABOR MARKET ANALYSIS A FEASIBILITY STUDY. JUN 70
GOLDFARB, ROBERT;HAMERMESH, DANIEL
YALE UNIV., NEW HAVEN, CONN. DEPT. OF ECONOMICS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 61P.
DATA COLLECTION, FEASIBILITY STUDIES, INFORMATION SOURCES, JOB TENURE, LABOR MARKET, OCCUPATIONAL INFORMATION, PERSONNEL DATA, WAGES, CONNECTICUT, NEW HAVEN
THIS REPORT DESCRIBES RESEARCH ON THE NEW HAVEN LABOR MARKET CARRIED OUT DURING THE SUMMER AND FALL OF 1969 AND THE SPRING OF 1970. THE AIMS OF THE RESEARCH WERE TO DEVELOP FURTHER THE THEORETICAL APPROACH TO MICRO-LABOR ECONOMICS IN A LOCAL LABOR MARKET AND TO TEST THE FEASIBILITY OF COLLECTING DATA FROM LOCAL FIRMS WHICH COULD BE USED TO TEST AND TO EXTEND THE MICRO THEORY. THE REPORT IS DIVIDED INTO THREE PARTS. IN THE FIRST SECTION ANALYSES ARE PRESENTED OF SOME OF THE DATA COLLECTED. THE SECOND SECTION DISCUSSES SOME DETAILS OF DATA COLLECTION. THE LAST SECTION PRESENTS A THEORETICAL ANALYSIS OF THE WAY A FIRM MIGHT GO ABOUT SETTING WAGES IN A LOCAL LABOR MARKET. (MS)
ERIC: ED031963 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-193 098, MF $1.45)

3304 THE NEW ARMY OF THE UNEMPLOYED 1977
LINDEN, F.
ACROSS THE BOARD, VOL.14, NO.2, FEB 1977, P. 34-36.
ECONOMIC STATISTICS, ECONOMICS, UNEMPLOYMENT
AN ANALYSIS OF THE COMPOSITION OF THE UNEMPLOYMENT STATISTICS. WOMEN, YOUNG PEOPLE AND MIDDLE-CLASS WORKERS ARE A GROWING PROPORTION OF THE UNEMPLOYED.
MGMT: CBP7700034

3305 A NEW BALLGAME UNDER CETA OCT 75
MANGUM, GARTH L.
AMERICAN VOCATIONAL JOURNAL;50;7;32-4
VOCATIONAL EDUCATION, EDUCATIONAL FINANCE, FEDERAL AID, PLANNING, MANPOWER NEEDS, FINANCIAL SUPPORT, COST EFFECTIVENESS, MANPOWER UTILIZATION, LOCAL GOVERNMENT, STATE GOVERNMENT, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, CETA, MANPOWER PLANNING
WHILE REALIZING THE CETA MANPOWER PLANNING ENTERPRISE IS LIMITED, VOCATIONAL EDUCATORS CAN APPROACH IT AS A SOURCE OF ADDITIONAL RESOURCES WITH WHICH TO FURTHER VOCATIONAL EDUCATION GOALS AND CAN PRESS FOR MAXIMUM TRAINING ALLOCATION WITHIN VARIOUS SERVICES, OR AS A SOURCE FOR VOCATIONAL MONIES FOR THE UNEMPLOYED AND DISADVANTAGED. (AUTHOR/BP)
ERIC: EJ125330

3306 NEW BLOOD FOR HEALTH JOBS 70 JAN
TROXELL, MARGARET M.
MANPOWER;2;1;14-17
DISADVANTAGED GROUPS, HEALTH OCCUPATIONS EDUCATION, NEGROES, PLACEMENT, PROGRAM DESCRIPTIONS, RECRUITMENT, RESIDENTIAL CENTERS, JOB CORPS
DESCRIBES A JOB CORPS PROGRAM TO TRAIN THE DISADVANTAGED IN HEALTH OCCUPATIONS. PROGRAMS AT TWO OF THE RESIDENTIAL CENTERS, THE BLUE RIDGE CENTER AT MARION, VIRGINIA AND THE JERSEY CITY CENTER FOR WOMEN ARE SUMMARIZED. (BC)
ERIC: EJ015060

3307 A NEW BOSS BREATHES LIFE INTO AFFIRMATIVE ACTION 1976
BUSINESS WEEK, NO.2431, MAY 10, 1976, P. 98.
AFFIRMATIVE ACTION, BANKS AND BANKING, DISCRIMINATION, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, GOALS AND OBJECTIVES, GOVERNMENT REGULATION, HIRING, HUMAN RESOURCE DEVELOPMENT, INSURANCE, LAW, MINORITIES IN BUSINESS, PROMOTION, WHITE COLLAR WORKER, WOMEN IN BUSINESS
WITH EMPLOYMENT RISING, A NEW ACTIVIST DIRECTOR OF THE OFFICE OF FEDERAL CONTRACT COMPLIANCE, LAWRENCE LORBER, WILL WORK ON JOBS FOR MINORITIES IN INSURANCE COMPANIES AND BANKS. FEDERAL CONTRACTS ARE WITHDRAWN FOR FAILURE TO IMPLEMENT PROPER AFFIRMATIVE ACTION.
MGMT: BWE76E1098

3308 NEW BUSINESS AND URBAN EMPLOYMENT OPPORTUNITIES.
MCLENNAN, KENNETH;SEIDENSTAT, PAUL
TEMPLE UNIV., PHILADELPHIA, PA. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 355P.
BUSINESS, ECONOMIC DEVELOPMENT, EMPLOYMENT OPPORTUNITIES, GEOGRAPHIC DISTRIBUTION, GHETTOS, INDUSTRIALIZATION, LABOR MARKET, MANPOWER NEEDS, UNEMPLOYMENT, URBAN AREAS, PHILADELPHIA
IN AN EXAMINATION OF THE GEOGRAPHIC DISTRIBUTION OF THE URBAN DEMAND FOR LABOR AND ITS RELATIONSHIP WITH UNEMPLOYMENT IN PHILADELPHIA, THIS STUDY (1) CONSIDERS THE POTENTIAL CONTRIBUTION OF NEW BUSINESSES IN REHABILITATING THE GHETTOS, (2) EXAMINES THE RELATIVE ATTRACTIVENESS OF DIFFERENT PARTS OF THE CITY TO VARIOUS TYPES OF INDUSTRIES, AND (3) PRESENTS A CROSS-SECTIONAL ANALYSIS OF THE INDUSTRIAL EMPLOYMENT STRUCTURE BY GEOGRAPHIC AREA. THE STUDY CONCLUDES THAT THE CITYS SLOW EMPLOYMENT GROWTH HAS BEEN DUE TO A FAILURE TO COMPETE WITH SUBURBAN AREAS FOR NEW INDUSTRIES, RATHER THAN INADEQUATE GROWTH IN EXISTING INDUSTRIES. A POLICY OF ATTRACTING NEW INDUSTRY IS NOT CONSIDERED FEASIBLE, BECAUSE ECONOMIC FORCES DETER BUSINESS EXPANSION. THE FINDINGS INDICATE THAT POLICIES SHOULD BE DIRECTED TOWARD INCREASING THE PRODUCTIVITY AND MOBILITY OF GHETTO RESIDENTS. PROGRAMS SUCH AS TRAINING AND URBAN TRANSIT SYSTEMS SHOULD BE GIVEN PRIORITY. (BH)
ERIC: ED061436

3309 NEW CAREER APPEASEMENT OR REAL SOLUTION. MANPOWER DEVELOPMENT NEW PROFESSIONALS NOV 75
PHILLIPS, ANNIE
COMMUNITY GROUP HEALTH FOUNDATION, INC., WASHINGTON, D.C.
NOTES: 11P
HEALTH OCCUPATIONS, HEALTH MANPOWER EDUCATION, HRP/PAJ, HRP/PAH, HRP/ZJ, HRPGEO/YOC, HRPOCC/XG, ALLIED HEALTH PERSONNEL, DISADVANTAGED GROUPS, SPECIALIZED TRAINING, CAREER LADDERS, CONTINUING EDUCATION, NTISHRANHP
THE NEED TO CREATE NEW HEALTH CAREERS FOR NEIGHBORHOOD RESIDENTS IS DISCUSSED IN THE CONTEXT OF REDEVELOPMENT PROJECTS IN WASHINGTON, D.C. A PROJECT TO TRAIN AND EMPLOY NEIGHBORHOOD RESIDENTS FOR ENTRY LEVEL POSITIONS IN HEALTH CAREERS IS PROPOSED. THIS PROJECT INVOLVES HEALTH MANPOWER DEVELOPMENT TO REACH GOALS PROJECTED FOR ALLIED HEALTH PROFESSIONS IN 1980. CAREER DEVELOPMENT USING CONTINUING EDUCATION AND UPGRADING BASED ON PERFORMANCE AND WORK EXPERIENCE, AND DEVELOPMENT OF DISADVANTAGED PEOPLE. THIS MODEL TRAINING PROGRAM OF THE COMMUNITY GROUP HEALTH FOUNDATION PROPOSES TO USE HEALTH MANPOWER IN A VARIETY OF WAYS, DEVELOP NEW EDUCATIONAL TECHNIQUES, ESTABLISH ALTERNATE PATTERNS OF WORKING RELATIONSHIPS AMONG HEALTH WORKERS, AND WRITE NEW CATEGORIES OF HEALTH WORKERS. STRATEGIC ELEMENTS OF THE PROGRAM INCLUDE SHORT-STEP PROGRESS (VERTICAL AND LATERAL) AND CONTINUITY. THE PLAN IS TO COMPOUND A MIX OF ACADEMIC AND VOCATIONAL ASPECTS OF THE EDUCATIONAL PROGRAM: THE MODEL USES WORK EXPERIENCE WITH EDUCATIVE VALUE. A LIST OF OBJECTIVES AND A DIAGRAM OF A CAREER LADDER ARE INCLUDED.
NTIS: HRP-0006794/2ST NTIS PRICES PC A02/MF A01

3310 NEW CAREERS ENTRY-LEVEL TRAINING FOR THE HUMAN SERVICE AIDE. MAR 68
POINTER, AVIS Y.:FISHMAN, JACOB R.
UNIVERSITY RESEARCH CORP., WASHINGTON, D.C. INFORMATION CLEARINGHOUSE ON NEW CAREERS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF WORK-TRAINING PROGRAMS.
NOTES: 28P.
ACCREDITATION (INSTITUTIONS), AUDIOVISUAL AIDS, CAREER PLANNING, CERTIFICATION, CURRICULUM DEVELOPMENT, EVALUATION, FIELD TRIPS, GROUP COUNSELING, HUMAN SERVICES, INSERVICE EDUCATION, JOB TRAINING, MANPOWER DEVELOPMENT, MANUALS, METHODS, MODELS, NONPROFESSIONAL PERSONNEL, ON THE JOB TRAINING, PROGRAM DESCRIPTIONS, REMEDIAL INSTRUCTION, ROLE PLAYING, SELECTION, SMALL GROUP INSTRUCTION, STAFF ROLE, SUPERVISION, SYSTEMS APPROACH, TRAINERS, NEW CAREERS PROGRAM
THIS MANUAL IS AN INTRODUCTION TO THE NEW CAREERS PROGRAM, A PROGRAM DEVELOPED TO TRAIN THE UNEMPLOYED AND/OR UNDEREMPLOYED IN ENTRY-LEVEL SKILLS FOR NONPROFESSIONAL JOBS IN THE HUMAN SERVICES (THE FIELDS OF PUBLIC SERVICE IN WHICH A PERSON-TO-PERSON RELATIONSHIP, CRUCIAL TO THE PROVISION OF SERVICES, EXISTS BETWEEN THE RECEIVERS AND THE PROVIDERS OF THE SERVICES, INCLUDING HEALTH, EDUCATION, MENTAL HEALTH, SOCIAL SERVICES, RECREATION, LAW ENFORCEMENT, CORRECTIONS, REHABILITATION, HOUSING, AND EMPLOYMENT). INCLUDED ARE A GLOSSARY OF NEW CAREERS PROGRAM COMPONENTS, A GENERAL INTRODUCTION TO THE BASIC CONCEPTS AND PRINCIPLES OF THE NEW CAREERS PROGRAM, AN EXPLANATION OF THE TRAINING DESIGN, DESCRIPTIONS OF THE ENTRY TRAINING PROGRAM COMPONENTS AND THE TRAINING METHODS, AND CONSIDERATION OF PROGRAM CERTIFICATION AND ACCREDITATION. ALSO INCLUDED ARE A 23-ITEM BIBLIOGRAPHY, SAMPLES OF WEEKLY SCHEDULES, AND A PRESENTATION OF THE FUNDAMENTALS OF THE NEW CAREERS TRAINING MODEL. THIS MANUAL IS DESIGNED TO BE USED IN CONJUNCTION WITH SP 002 033, SP 002 034, SP 002 037, AND OTHER RELATED CURRICULUM MANUALS ON SPECIFIC OCCUPATIONAL AND SKILL AREAS. (SG)
ERIC: ED025469 NEW CAREERS INST., UNIV. RES. CORPORATION, 1424 16TH ST., N.W., WASHINGTON, D.C. 20036.

3311 NEW CAREERS MAKING POST-SECONDARY EDUCATION MORE ACCESSIBLE TO NEW CAREERISTS. REPORT OF A ONE-DAY WORKING CONFERENCE (NOVEMBER 12, 1968). JUL 69
MOBILIZATION FOR YOUTH, INC., NEW YORK, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 63P.
ADULT EDUCATION, CONFERENCE REPORTS, CONFERENCES, EDUCATIONAL DEVELOPMENT, HEALTH OCCUPATIONS, HEALTH OCCUPATIONS EDUCATION, HUMAN SERVICES, POST SECONDARY EDUCATION, POVERTY PROGRAMS
THE PURPOSE OF THE ONE-DAY WORKING CONFERENCE, HELD NOVEMBER 12, 1968, WAS TO EXAMINE CONSTRUCTIVELY THE WAYS IN WHICH THE PRESENT EDUCATIONAL SYSTEMS MUST CHANGE, THE STRATEGIES FOR CHANGE ALREADY UNDERWAY, SPECIFIC STEPS THAT CAN BE TAKEN, AND BY WHOM, TO MAKE HEALTH CAREERS MORE AVAILABLE TO THE POOR. THE ACCESSIBILITY OF POST-SECONDARY EDUCATION WAS SINGLED OUT BECAUSE VIRTUALLY ALL HUMAN SERVICES CAREER ADVANCEMENT DEMANDS IT. THE SINGLE DAYS DISCUSSION FOCUSED ON HEALTH OCCUPATIONS AS A PROTOTYPE FOR HUMAN SERVICE CAREERS. THE CONFERENCE WAS MADE UP OF PERSONS WHO COULD BE INSTRUMENTAL IN EFFECTING INSTITUTIONAL CHANGES TO HELP NEW CAREERISTS. SOCIAL HEALTH TECHNICIANS AND THEIR EMPLOYEES WERE ALSO REPRESENTED. (AUTHOR)
ERIC: ED081975 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-201 723, MF $1.45, HC $3.00)

3312 NEW CAREERS PROBLEMS AND PITFALLS 69 APR
WEBER, GEORGE H.:PALMER, DIANE
AMER EDUC:5:4:26-28
CAREER OPPORTUNITIES, CAREER PLANNING, HUMAN CAPITAL, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, PERSONNEL NEEDS, SUBPROFESSIONALS, UNDEREMPLOYED, UNEMPLOYED, WORK EXPERIENCE PROGRAMS
ERIC: EJ002340

3313 NEW CAREERS THE COMMUNITY/HOME HEALTH AIDE TRAINEES MANUAL. OCT 68
HICKS, FLORENCE
UNIVERSITY RESEARCH CORP., WASHINGTON, D.C. INFORMATION CLEARINGHOUSE ON NEW CAREERS.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF WORK-TRAINING PROGRAMS.
NOTES: 210P.
COMMUNITY HEALTH SERVICES, STUDY GUIDES, SUBPROFESSIONALS, WORKBOOKS, COMMUNITY HOME HEALTH AIDE, NEW CAREERS PROGRAMS
INTENDED FOR TRAINEE USE, THE MANUAL IS IN NOTEBOOK FORMAT WITH A CURRICULUM CORRESPONDING TO THE TRAINERS MANUAL (VT 007 909), A RELATED DOCUMENT. PART I, BASIC HEALTH CURRICULUM, DEALS WITH (1) THE ROLES OF HEALTH SERVICE AIDES, (2) BIOLOGICAL POTENTIAL AND EQUILIBRIUM, (3) PROFESSIONALS IN THE HEALTH FIELD, (4) PUBLIC HEALTH ADMINISTRATION, (5) THE HUMAN BODY, (6) CONCEPTION AND GESTATIONAL DEVELOPMENT, (7) GROWTH AND DEVELOPMENT, (8) NUTRITION, (9) ACCIDENTS, (10) EPIDEMIOLOGY, (11) CHRONIC DISEASES, (12) INFECTIOUS DISEASES, (13) FIRST AID, (14) INTERVIEWING SKILLS, (15) RECORDING SKILLS, AND (16) EVALUATION. PART II, HOME HEALTH AIDE SPECIALITY CURRICULUM, DEALS WITH (1) THE PATIENT, (2) THE TOTAL CARE PLAN AND THE HOME HEALTH AIDE CARE PLAN, (3) BEDSIDE CARE, (4) RANGE OF MOTION EXERCISES, (5) HOUSEKEEPING PRACTICES, AND (6) INFANT CARE. PART III, COMMUNITY HEALTH AIDE SPECIALTY CURRICULUM, COVERS (1) THE FAMILY, (2) FAMILY HEALTH NEEDS, (3) COMMUNITY HEALTH PROBLEMS AND NEEDS, (4) COMMUNITY RESOURCES, (5) ENVIRONMENTAL HEALTH AND HOME SANITATION, (6) REFERRALS, (7) ELIGIBILITY REQUIREMENTS FOR COMMUNITY HEALTH PROGRAMS, (8) ASSISTING PATIENTS TO COMMUNITY HEALTH SERVICES, (9) CARE OF OTHER FAMILY MEMBERS, (10) INTERDISCIPLINARY CONFERENCES, (11) COMMUNITY ORGANIZATION, (12) GROUP TEACHING, AND (13) WORKING WITH OTHER PERSONS IN THE HELPING ROLE. (JK)
ERIC: ED028275 INFORMATION CLEARINGHOUSE ON NEW CAREERS, NATIONAL INSTITUTE FOR NEW CAREERS, UNIVERSITY RESEARCH CORP., 4301 CONN. AVE., N.W., WASHINGTON, D.C. 20015 ($3.00)

3314 NEW CAREERS THE COMMUNITY/HOME HEALTH AIDE TRAINERS MANUAL. OCT 68
UNIVERSITY RESEARCH CORP., WASHINGTON, D.C. INFORMATION CLEARINGHOUSE ON NEW CAREERS.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF WORK-TRAINING PROGRAMS.
NOTES: 192P.
ADMINISTRATOR GUIDES, COMMUNITY HEALTH SERVICES, COURSE CONTENT, EDUCATIONAL OBJECTIVES, LEARNING ACTIVITIES, PROGRAM DEVELOPMENT, PROGRAM GUIDES, SUBPROFESSIONALS, TEACHING GUIDES, COMMUNITY HOME HEALTH AIDE, NEW CAREERS PROGRAMS
THE MANUAL IS DESIGNED TO BE USED IN TRAINING SOCIALLY DISADVANTAGED PERSONS WHO HAVE HAD NO PREVIOUS JOB EXPERIENCE IN THE HEALTH FIELDS AND WHO MAY HAVE ONLY A FIFTH GRADE READING ABILITY TO FUNCTION AS (1) COMMUNITY HEALTH AIDES WHO PRESENT INFORMATION RECEIVED FROM A QUALIFIED SOURCE IN LAYMENS LANGUAGE AND IN GENERAL ASSUME THE EXPEDITER ROLE AS A LINK BETWEEN THE CLIENT AND THE COMMUNITYS PROFESSIONAL HEALTH RESOURCES, AND (2) HOME HEALTH AIDES WHO FUNCTION MAINLY TO PROVIDE PERSONAL CARE IN THE HOME. THE FIRST THREE CHAPTERS INTRODUCE THE TRAINER TO THE PROGRAM AND PROVIDE SUGGESTIONS FOR PRESENTING AND IMPLEMENTING THE TRAINING PROGRAM. THE FOURTH CHAPTER OUTLINES A BASIC CURRICULUM FOR ALL HEALTH SERVICE TRAINEES. THE FIFTH AND SIXTH OUTLINE THE SPECIALTY SKILL CURRICULUMS FOR HOME HEALTH AIDES AND COMMUNITY HEALTH AIDES RESPECTIVELY. IT IS EXPECTED THAT THE CONTENTS WILL BE REFINED AND EXPANDED TO MEET LOCAL NEEDS. (JK)
ERIC: ED027421

3315 NEW CAREERS THE PATROLMAN AIDE. TRAINEES MANUAL.
WHITE, RICHARDSON:STEIN, JOHN H.
UNIVERSITY RESEARCH CORP., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF WORK-TRAINING PROGRAMS.
NOTES: 147P.
LAW ENFORCEMENT, POLICE, STUDY GUIDES, SUBPROFESSIONALS, WORKBOOKS, NEW CAREERS PROGRAMS, PATROLMAN AIDE
INTENDED FOR TRAINEE USE DURING THE PROGRAM AND A FUTURE REFERENCE TOOL, THE MANUAL IS IN WORKBOOK FORMAT WITH A CURRICULUM CORRESPONDING TO THE TRAINERS MANUAL (VT 007 910), A RELATED DOCUMENT. THE FIRST SECTION, GENERIC ISSUES IN THE ADMINISTRATION OF JUSTICE, DEALS WITH AN INTRODUCTION TO THE ADMINISTRATION OF JUSTICE, AND TO THE CIVIL, ADMINISTRATIVE, JUVENILE, AND CRIMINAL JUSTICE SYSTEMS. THE SECOND SECTION, SPECIALTY SKILLS TRAINING, COVERS DEPARTMENTAL ORGANIZATION AND OPERATION, PREVENTIVE PATROL TECHNIQUES, INVESTIGATIVE TECHNIQUES, TRAFFIC DIRECTION AND CONTROL, ARRESTS AND SEARCHES, DELINQUENCY PREVENTION AND CONTROL, THE POLICE AND THE PUBLIC, AND TESTIFYING IN COURT. (JK)
ERIC: ED027426

3316 NEW CAREERS THE PATROLMAN AIDE. TRAINERS MANUAL. SEP 68
WHITE, RICHARDSON, JR.:STEIN, JOHN H.
UNIVERSITY RESEARCH CORP., WASHINGTON, D.C. INFORMATION CLEARINGHOUSE ON NEW CAREERS.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF WORK-TRAINING PROGRAMS.
NOTES: 270P.
COURSE CONTENT, EDUCATIONAL OBJECTIVES, LAW ENFORCEMENT, LEARNING ACTIVITIES, POLICE, PROGRAM DEVELOPMENT, PROGRAM GUIDES, SUBPROFESSIONALS, TEACHING GUIDES, NEW CAREERS PROGRAMS, PATROLMAN AIDE
DESIGNED TO ASSIST IN DEVELOPING A TRAINING PROGRAM TO EQUIP UNEMPLOYED AND UNDEREMPLOYED PERSONS WITH THE SKILLS NEEDED FOR HELPING PATROLMEN TO PROVIDE COMMUNITY SERVICE, THE MANUAL DISCUSSES SEVERAL ASPECTS OF IMPLEMENTING THE TRAINING PROGRAM IN THE FIRST FOUR CHAPTERS NEW CAREERS AND LAW ENFORCEMENT, RELEVANCE OF NEW CAREERS TO LAW ENFORCEMENT, PROBLEMS IN IMPLEMENTATION, AND GUIDELINES FOR PATROLMAN AIDE TRAINING.

(CONT.)
3316 THE FIFTH CHAPTER, BASIC ELEMENTS AND ISSUES IN THE ADMINISTRATION OF JUSTICE PRESENTS AN INTRODUCTORY CURRICULUM WHICH CONSISTS OF A COMMON BODY OF KNOWLEDGE FOR LAW ENFORCEMENT PERSONNEL, WHILE THE SIXTH CHAPTER SPECIALTY SKILLS CURRICULUM PRESENTS A SECOND CURRICULUM DEALING WITH THE PRACTICAL SKILLS REQUIRED OF THE TRAINEE FOR PERFORMANCE OF SPECIFIC DUTIES OF THE PATROLMAN AIDE. A MANUAL FOR TRAINEES AIDE (VT 007 932) IS A RELATED DOCUMENT. (JK)
ERIC: ED027422

3317 NEW CAREERS THE SOCIAL SERVICE AIDE. A MANUAL FOR TRAINEES. OCT 68
GOLDBERG, GERTRUDE S.;AND OTHERS
UNIVERSITY RESEARCH CORP., WASHINGTON, D.C. INFORMATION CLEARINGHOUSE ON NEW CAREERS.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF WORK-TRAINING PROGRAMS.
NOTES: 176P.
COMMUNICATION SKILLS, COMMUNITY STUDY, CURRICULUM, EMPLOYEE ATTITUDES, FIELD INTERVIEWS, HISTORY, HOME VISITS, INFORMATION STORAGE, JOB SKILLS, MANUALS, NONPROFESSIONAL PERSONNEL, OCCUPATIONAL INFORMATION, RECORDKEEPING, SOCIAL AGENCIES, SOCIAL SERVICES, SOCIAL WELFARE, TRAINEES, NEW CAREERS PROGRAM
THIS MANUAL IS INTENDED FOR USE BY SOCIAL SERVICE AIDE TRAINEES IN THE NEW CAREERS PROGRAM AND PROVIDES DESCRIPTION AND EXPLANATION OF THE HISTORY AND BACKGROUND OF SOCIAL WELFARE, SOCIAL SERVICES, SKILLS IMPORTANT IN INDIVIDUAL SERVICES, CLERICAL AND ADMINISTRATIVE ACTIVITIES CONNECTED WITH SOCIAL SERVICES, AND PROCEDURES FOR WORKING WITH COMMUNITY GROUPS AND ORGANIZATIONS. AN ACCOMPANYING MANUAL FOR TRAINERS OF SOCIAL SERVICE AIDES (SP 002 031) IS ALSO AVAILABLE FROM THE NEW CAREERS INSTITUTE. (SG)
ERIC: ED025467 NEW CAREERS INST., UNIV. RES. CORP., 1424 16TH ST., N.W., WASHINGTON, D.C. 20036.

3318 NEW CAREERS THE SOCIAL SERVICE AIDE. A SOURCEBOOK FOR TRAINERS. OCT 68
GOLDBERG, GERTRUDE;AND OTHERS
UNIVERSITY RESEARCH CORP., WASHINGTON, D.C. INFORMATION CLEARINGHOUSE ON NEW CAREERS.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF WORK-TRAINING PROGRAMS.
NOTES: 54P.
EDUCATIONAL RESPONSIBILITY, HUMAN SERVICES, JOB TRAINING, MANUALS, MODELS, OFF THE JOB TRAINING, ON THE JOB TRAINING, PROJECT TRAINING METHODS, SOCIAL SERVICES, TRAINERS, TRAINING OBJECTIVES, TRAINING TECHNIQUES, NEW CAREERS PROGRAM
THIS MANUAL IS DESIGNED FOR TRAINERS OF SOCIAL SERVICE AIDES IN NEW CAREERS TRAINING PROGRAMS. IN THESE PROGRAMS, (1) PERSONS FROM DISADVANTAGED BACKGROUNDS ARE PREPARED THROUGH ON-THE-JOB TRAINING AND OTHER METHODS FOR ENTRY-LEVEL POSITIONS IN HUMAN SERVICE AGENCIES; (2) EMPLOYING AGENCIES ARE MOTIVATED TO MAKE CORRESPONDING CHANGES IN THEIR STRUCTURES, SUPERVISORY PATTERNS, AND ATTITUDES TO ACCOMMODATE NEW CAREERISTS; AND (3) BOTH NEW CAREERISTS AND EMPLOYING AGENCIES PLAN FOR CAREER ADVANCEMENT OPPORTUNITIES AND RESULTANT CHANGES IN HUMAN SERVICE. INCLUDED IN THIS GUIDE ARE AN EXPLANATION OF THE NEW CAREERS TRAINING MODEL AND A GLOSSARY OF NEW CAREERS TERMS PLUS EXPLANATION OF THE TRAINERS RESPONSIBILITIES (ESTABLISHING AND MAINTAINING RELATIONSHIPS WITH AGENCY STAFF; GETTING TO KNOW AIDES BACKGROUNDS; DEALING WITH TRAINEE ANXIETY AND INSECURITY; ORIENTING AIDES TO THE AGENCY, COMMUNITY, AND CLIENTELE; ARRANGING THE TRAINING ENVIRONMENT; SELECTING MATERIALS TO BE COVERED; AND PREPARING A KIT FOR TRAINEES) AND TRAINING METHODS AND TECHNIQUES (LECTURE, OBSERVATION, DISCUSSION, PARTICIPATION, PRINTED MATERIAL, AUDIOVISUAL AIDS, SKILL AND PROCESS LEARNING, DEMONSTRATION, CASE STUDY, AND ROLE PLAYING). ALSO AVAILABLE IS AN ACCOMPANYING MANUAL FOR TRAINEES WHICH PRESENTS THE BASIC SOCIAL SERVICES CURRICULUM (SP 002 032). (SG)
ERIC: ED025466 NEW CAREERS INST., UNIV. RES. CORP., 1424 16TH ST., N.W., WASHINGTON, D.C. 20036.

3319 NEW CAREERS THE TEACHER AIDE. A MANUAL FOR TRAINERS. OCT 68
STEINBERG, SHELDON S.;FISHMAN, JACOB R.
UNIVERSITY RESEARCH CORP., WASHINGTON, D.C. INFORMATION CLEARINGHOUSE ON NEW CAREERS.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF WORK-TRAINING PROGRAMS.
NOTES: 43P.
BASIC SKILLS, CAREER OPPORTUNITIES, CULTURALLY DISADVANTAGED, CURRICULUM, HUMAN SERVICES, JOB TRAINING, MANPOWER DEVELOPMENT, MANUALS, MODELS, OCCUPATIONAL INFORMATION, PROBLEMS, PROGRAM CONTENT, PROGRAM DESIGN, PROGRAM PLANNING, QUALIFICATIONS, STAFF ROLE, TEACHER AIDES, TRAINERS, TRAINING TECHNIQUES, NEW CAREERS PROGRAM
THIS MANUAL IS INTENDED FOR USE BY TRAINERS OF TEACHER AIDES IN NEW CAREERS PROGRAMS (WHICH FOCUS ON TRAINING THE UNEMPLOYED AND/OR UNDEREMPLOYED FOR ENTRY-LEVEL PLACEMENT AS NONPROFESSIONALS IN HUMAN SERVICE OCCUPATIONS). AN INTRODUCTORY CHAPTER CONSIDERS THE QUALIFICATIONS OF THE TRAINING TEAM, QUALIFICATIONS OF THE TRAINEE, THE FUNCTION AND JOB DESCRIPTION OF THE TEACHER AIDE IN BOTH ELEMENTARY AND SECONDARY SCHOOLS, AND THE NEED FOR REALISTIC CAREER MOBILITY. CHAPTER 2 DESCRIBES TYPICAL PROBLEMS ENCOUNTERED IN TEACHER AIDE TRAINING AND OUTLINES POSSIBLE SOLUTIONS. IN CHAPTER 3, THE ORGANIZATION AND STRUCTURE OF THE NEW CAREERS TRAINING MODEL ARE EXPLAINED, INCLUDING THE RATIONALE FOR CURRICULUM CONTENT AREAS, POINTS TO STRESS DURING TRAINING, ARTICULATION OF PROGRAM COMPONENTS, AND PROGRAM SCHEDULING. CHAPTER 4 PRESENTS A BASIC CURRICULUM IN EDUCATION, COMPLETE WITH SUGGESTED DISCUSSION UNITS AND ACTIVITIES, CONSISTING OF SELECTED RESOURCE MATERIAL FOR THE TRAINER TO USE IN ENABLING THE TEACHER AIDE TRAINEE TO DEVELOP INSIGHT INTO EDUCATION IN GENERAL AS WELL AS HIS LOCAL SCHOOL SYSTEM. ALSO INCLUDED ARE A GLOSSARY OF NEW CAREERS TERMS, A LIST OF AUDIOVISUAL AIDS (AND THEIR DISTRIBUTORS) AND BASIC TRAINING MATERIALS, AND AN EXPLICATION OF THE BASIC CONCEPTS OF THE NEW CAREERS TRAINING MODEL. (SG)

(CONT.)
3319 ERIC: ED025470 NEW CAREERS INST., UNIV. RES. CORPORATION, 1424 16TH ST., N.W., WASHINGTON, D.C. 20036.

3320 NEW CAREERS AND MODEL CITIES. JAN 68
PEARL, ARTHUR
NOTES: 21P.
CITY IMPROVEMENT, HUMAN SERVICES, OCCUPATIONAL INFORMATION, OCCUPATIONAL MOBILITY, PROGRAM COSTS, PROGRAM DESCRIPTIONS, SKILL DEVELOPMENT, URBAN POPULATION, WORK EXPERIENCE PROGRAMS, MODEL CITIES PROGRAM, NEW CAREERS
THE AUTHOR DISCUSSES THE ROLE OF THE NEW CAREERS TRAINING PROGRAMS WITHIN A MODEL CITY, ARGUING THAT THE NATURE OF HUMAN SERVICES IN THE CITY MUST CHANGE TO MEET PRESSING SOCIAL NEEDS, AND THAT THE ESSENTIAL INHUMANITY OF HUMAN SERVICES IN THE CITY WILL NOT BE ALTERED IF THE ONLY CHANGE IS REASSIGNING ACTIVITIES TO THE NONPROFESSIONAL PERSONNEL. HE STATES THAT A STRATEGY FOR NEW CAREERS PROGRAMS MUST BE CONSTRUCTED WHICH DEALS WITH THE NEED FOR DEVELOPMENT OF SPECIFIC SKILLS. CAREER LADDERS MUST NOT BE DEAD ENDS: THEY MUST PREPARE THE INDIVIDUAL FOR AVAILABLE JOBS, AND THEY MUST LEAVE OPEN THE OPPORTUNITY FOR ADVANCING TO HIGHER SKILL LEVELS WITHIN A FIELD. THE AUTHOR OUTLINES STEPS NECESSARY IN THE DEVELOPMENT OF A NEW CAREERS TRAINING PROGRAM, CONSIDERING CURRICULUM, LEADERSHIP, MANPOWER, PROGRAM COSTS, SYSTEMS ANALYSIS, EVALUATION, AND OTHER FACTORS. (MF)
ERIC: ED039453

3321 NEW CAREERS BIBLIOGRAPHY PARAPROFESSIONALS IN THE HUMAN SERVICES. 70
VESTAL, CYNTHIA, COMP.;CRAIG, SALLY K., COMP.
NATIONAL INST. FOR NEW CAREERS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 166P.
ADULT VOCATIONAL EDUCATION, BIBLIOGRAPHIES, CAREER LADDERS, CURRICULUM GUIDES, FEDERAL PROGRAMS, HUMAN SERVICES, INDEXES (LOCATERS), JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MICROFICHE, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, RESOURCE MATERIALS, SUBPROFESSIONALS, VOCATIONAL DEVELOPMENT, NEW CAREERS
THIS COMPREHENSIVE BIBLIOGRAPHY WAS PREPARED TO ASSIST IN LOCATING SOURCES OF INFORMATION AND TRAINING MATERIALS FOR USE IN NEW CAREERS AND OTHER PARAPROFESSIONAL CAREER DEVELOPMENT PROGRAMS. SOME OF THE CITATIONS WHICH PROVED USEFUL IN MORE THAN ONE AREA HAVE BEEN CROSS-REFERENCED. THE BIBLIOGRAPHY INCLUDES THESE SECTIONS (1) AN OVERVIEW OF NEW CAREERS, (2) IMPLEMENTING NEW CAREERS PROGRAMS, (3) CAREER DEVELOPMENT, (4) SUGGESTED TRAINING METHODOLOGIES, (5) JOB TRAINING AND EDUCATION, (6) OCCUPATIONAL FIELDS, AND (7) PROGRAM EVALUATION. THE NATURE OF THE PUBLICATIONS RANGES FROM BOOKS TO MIMEOGRAPHED MATERIAL DEVELOPED BY NEW CAREERS TRAINING PROJECTS, TECHNICAL ASSISTANCE CENTERS, COLLEGES, AND OTHER INSTITUTIONS OR ASSOCIATIONS. THE STYLE INCLUDES DATE OF PUBLICATION, VOLUME NUMBER (UNDERSCORED), ISSUE NUMBER (IN PARENTHESES), AND NUMBER OF PAGES. ADDRESSES OF PUBLISHERS ARE LISTED IN THE INDEX. (AUTHOR/AG)
ERIC: ED069891 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-210 088: MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

3322 NEW CAREERS IN HEALTH ISSUES AND PROBLEMS. MAR 71
SMITH, RICHARD T., ED.
JOHNS HOPKINS UNIV., BALTIMORE, MD. DEPT. OF BEHAVIORAL SCIENCES. NATIONAL CENTER FOR HEALTH SERVICES RESEARCH AND DEVELOPMENT (DHEW/PHS), ROCKVILLE, MD.
NOTES: 60P.; REPORT OF A CONFERENCE TO DELINEATE AND REVIEW MAJOR ISSUES IN HEALTH NEW CAREERS PROGRAMS (JOHN HOPKINS MEDICAL INSTITUTIONS, JAN 1970) PORTIONS OF THIS DOCUMENT ARE MARGINALLY LEGIBLE
CAREER LADDERS, CERTIFICATION, COLLECTIVE BARGAINING, CONFERENCE REPORTS, DISADVANTAGED GROUPS, EMPLOYMENT OPPORTUNITIES, HEALTH OCCUPATIONS EDUCATION, HEALTH PERSONNEL, JOB TRAINING, LABOR UNIONS, MEDICAL EDUCATION, PERSONNEL POLICY, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, PROGRAM PLANNING, SUBPROFESSIONALS, HEALTH DELIVERY SYSTEMS, NEW CAREERS IN HEALTH
THE MAIN PURPOSE OF THE CONFERENCE WAS TO SEARCH OUT AND IDENTIFY THOSE AREAS WITHIN THE FIELD OF NEW CAREERS WHICH ARE IN NEED OF RESEARCH. THREE MAJOR AREAS WERE IDENTIFIED PROGRAM DEVELOPMENT, ROLE RECOGNITION AND LEGITIMATION, AND ORGANIZATIONAL CHANGE. PAPERS PRESENTED AND DISCUSSED INCLUDE NEW CAREERS AND HEALTH CARE ORGANIZATIONS, BY STELLA ZAHN: OTHER AGENCY RELATIONSHIPS UNIONS, CIVIL SERVICE, AND GOVERNMENT, BY LILLIAN ROBERTS: EDUCATION AND HEALTH TRAINING FOR NEW CAREERS, BY KENNETH SKAGGS: THE NEW CAREERIST, BY JACKIE MCKINNEY: AND COMMENTARY ON RESEARCH METHODOLOGY, BY ROLF LYNTON. (SA)
ERIC: ED092667 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB 198 508, MF $1.45)

3323 NEW CAREERS IN REHABILITATION PROJECT A GUIDE. MAR 72
NATIONAL REHABILITATION ASSOCIATION, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 161P.
ADULT VOCATIONAL EDUCATION, CAREER LADDERS, CONCEPTUAL SCHEMES, HANDICAPPED, HUMAN RESOURCES, JOB DEVELOPMENT, LEADERS GUIDES, LEADERSHIP TRAINING, MANPOWER DEVELOPMENT, MODELS, PROGRAM DEVELOPMENT, REHABILITATION PROGRAMS, SYSTEMS DEVELOPMENT, VOCATIONAL DEVELOPMENT, VOCATIONAL REHABILITATION, NEW CAREERS
THE DEPARTMENT OF LABOR FUNDED A TECHNICAL ASSISTANCE CONTRACT WITH THE NATIONAL REHABILITATION ASSOCIATION TO DEVELOP METHODOLOGIES FOR INCREASING OPPORTUNITIES FOR

(CONT.)
3323 HANDICAPPED PEOPLE TO BECOME PRODUCTIVE BY TRAINING PERSONNEL TO WORK EFFECTIVELY WITH THE HANDICAPPED. THIS VOLUME WAS DESIGNED TO HELP ADMINISTRATORS, PROGRAM PLANNERS, TRAINING PERSONNEL, AND PARAPROFESSIONALS IN HUMAN SERVICES AGENCIES IN APPLYING NEW CAREERS TRAINING CONCEPTS IN VOCATIONAL REHABILITATION. AN ORIENTATION AND OVERVIEW IN DEVELOPING, MAINTAINING, AND IMPLEMENTING NEW CAREER/PARAPROFESSIONAL TRAINING PROGRAMS IS PROVIDED. INCLUDED ARE CONCEPTS THAT UNDERLIE THE TRAINING AND SUPERVISION OF DISADVANTAGED PEOPLE AS NEW CAREERISTS IN REHABILITATION, INCLUDING ENTRY LEVEL AND UPGRADING POSITIONS, AS WELL AS MAJOR ISSUES IN THE CAREER DEVELOPMENT AND TRAINING OF TRAINERS AND SUPERVISORS. MODELS ARE SUGGESTED FOR THE GREATER UTILIZATION OF UNTAPPED HUMAN RESOURCES TO CREATE A MORE EFFECTIVE SYSTEM OF SERVICE DELIVERY. (AUTHOR/AG)
ERIC: ED072286 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 210 350: MF $0.95: SEE CATALOG FOR HARDCOPY PRICE)

3324 NEW CAREERS IN THE STATE EMPLOYMENT SECURITY AGENCIES PART I, INSTRUCTION FOR A NEW CAREERS PROGRAM: PART II, SUGGESTED STAFF TRAINING GUIDE: AND PART III, HANDBOOK. DEC 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 307P.
AGENCY ROLE, CAREER LADDERS, DISADVANTAGED GROUPS, EMPLOYMENT PROGRAMS, JOB DEVELOPMENT, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MANUALS, OCCUPATIONAL INFORMATION, PROGRAM DESCRIPTIONS, STAFF ROLE, STATE AGENCIES, SUBPROFESSIONALS, VOCATIONAL DEVELOPMENT, NEW CAREERS
THIS THREE-PART PACKAGE PROVIDES A DESCRIPTION OF THE PHILOSOPHY AND OPERATING INSTRUCTIONS FOR NEW CAREERS TRAINING PROGRAMS IN EMPLOYMENT SECURITY (NCES) AGENCIES. THE FIRST PART GIVES INSTRUCTIONS TO STATE AGENCIES AND DEPARTMENT OF LABOR STAFFS ON THE OPERATIONS OF A TRAINING PROJECT. INCLUDED ARE TERM DEFINITIONS, PROGRAM STANDARDS, TRAINING AND EDUCATIONAL COMPONENTS TO BE SUPPLIED, PROJECT MODELS, AND JOB DESCRIPTIONS. THE SECOND PART PROVIDES INSTRUCTIONS IN NEW CAREERS FOR NCES PERSONNEL ON THEIR ROLES IN THE FUNCTIONING OF THE PROGRAM. COMPONENTS OF THE PROGRAM WHICH ARE COVERED INCLUDE RECRUITMENT AND SELECTION, ORIENTATION, CAREER DEVELOPMENT, COUNSELING, EDUCATION AND TRAINING, SUPPORTIVE SERVICES, AND SUPERVISORY STAFF TRAINING. THE THIRD PART PROVIDES A DETAILED DESCRIPTION OF THE EMPLOYMENT SECURITY AGENCY AND THE PROGRAM THROUGH AN ORIENTATION MANUAL AND WORKBOOK FOR ENROLLEES. DESCRIPTIONS OF THE WAGNER-PEYSER ACT, THE SOCIAL SECURITY ACT, UNEMPLOYMENT INSURANCE, AND FUTURE TRENDS ARE INCLUDED. (AUTHOR/AG)
ERIC: ED072180 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-212 077, MF $0.95, SEE CATALOG FOR HARDCOPY PRICE)

3325 NEW CAREERS POSITIONS DESCRIPTIONS SOURCEBOOK FOR TRAINERS, ENTRY LEVEL. 70
FISHMAN, JACOB R.:AND OTHERS
NATIONAL INST. FOR NEW CAREERS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF WORK-TRAINING PROGRAMS.
NOTES: 157P.
ADMINISTRATOR GUIDES, CAREER LADDERS, CORRECTIONAL REHABILITATION, ENTRY WORKERS, HEALTH SERVICES, HOUSING, JOB DEVELOPMENT, LAW ENFORCEMENT, MANPOWER DEVELOPMENT, OCCUPATIONAL MOBILITY, PROGRAM DEVELOPMENT, SERVICE WORKERS, SOCIAL SERVICES, TRAINERS, CAREER LATTICES, NEW CAREERS
INTENDED TO ASSIST IN THE DEVELOPMENT PHASE OF NEW CAREERS PROGRAM DEVELOPMENT, THIS TRAINERS SOURCEBOOK CONTAINS (1) DESCRIPTIONS OF 44 ENTRY LEVEL POSITIONS IN THE MAJOR HUMAN SERVICES FIELDS, INCLUDING EXPLANATIONS OF SUCH ELEMENTS AS POSITION TITLE, INTRODUCTION AND GENERAL DESCRIPTION, POSITION CONTROL, DUTIES, RESPONSIBILITIES, AND QUALIFICATIONS, (2) NUMEROUS OUTLINES FOR CREATING NEW POSITIONS, AND (3) SUGGESTIONS FOR DEVELOPING THE CAREER LADDER OR LATTICE. IN ADDITION TO PROVIDING THE BEGINNING PROCESS OF JOB DEVELOPMENT AND A FORM OF REFERENCE FOR SALARY LEVEL, THE SOURCEBOOK SHOULD ASSIST IN DEFINING A MORE EFFICIENT, ECONOMICAL, AND EFFECTIVE TRAINING PROGRAM. THE OCCUPATIONAL AREAS COVERED ARE (1) HEALTH, INCLUDING COMMUNITY INSTITUTIONS AND MENTAL HEALTH, (2) EDUCATION, INCLUDING PUBLIC SCHOOLS, (3) LAW ENFORCEMENT, (4) SOCIAL SERVICES, INCLUDING INDIVIDUAL AND COMMUNITY SERVICES, (5) CORRECTIONS AND REHABILITATION, (6) HOUSING, AND (7) EMPLOYMENT. (AUTHOR/SB)
ERIC: ED075595 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 210 580, MF $.95: HC $3.00)

3326 NEW CAREERS PROGRAM ASSISTANCE BULLETIN, FEBRUARY 1969-SEPTEMBER 1970. SEP 70
FLEMING, PATRICIA, ED.:SUNIEWICK, NANCY, ED.
NATIONAL INST. FOR NEW CAREERS, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 214P.
ADULT VOCATIONAL EDUCATION, BULLETINS, COMMUNITY PROGRAMS, DISADVANTAGED GROUPS, FEDERAL PROGRAMS, HUMAN SERVICES, JOB DEVELOPMENT, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MICROFICHE, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, SUBPROFESSIONALS, TECHNICAL ASSISTANCE, VOCATIONAL DEVELOPMENT, VOCATIONAL REHABILITATION, NEW CAREERS
INCLUDED IN THESE BULLETINS ARE DESCRIPTIVE ANALYSES OF VARIOUS NEW CAREERS TRAINING PROGRAMS, ISSUES RELATED TO CIVIL SERVICE REQUIREMENTS, HEALTH, TRAINING MODELS, REHABILITATION, VETERANS PROBLEMS, AND COLLEGES AS USER AGENCIES. OUTLINED ARE VARIOUS STEPS FOR DEVELOPING NEW CAREERS JOBS AND FOR GIVING TECHNICAL ASSISTANCE. SOLUTIONS CARRIED OUT BY LOCAL PROJECTS ARE PRESENTED. PROBLEMS IN LARGE URBAN PROGRAMS CONSISTED OF UPGRADING, FINANCING, AND TRAINING. PROGRAMS SET UP IN PREVOCATIONAL AND VOCATIONAL TRAINING, RECRUITMENT, COUNSELING, AND EDUCATION ARE DESCRIBED. THE UNDER-ENROLLMENT OF

(CONT.)
3326 MEN IN THE NEW CAREERS PROGRAM WAS A CHRONIC PROBLEM. THESE BULLETINS WILL PROVE VALUABLE FOR DEVELOPERS OF TRAINING PROGRAMS AND FOR RESEARCHERS IN THE BIBLIOGRAPHIES THEY PROVIDE. (AUTHOR/AG)
ERIC: ED074297 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 211 016, MF $.95, HC $3.00)

3327 NEW CAREERS PROGRAM HANDBOOK. MAY 73
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. PUBLIC SERVICE CAREERS PROGRAM.
NOTES: 144P.
ADULT EDUCATION PROGRAMS, DISADVANTAGED GROUPS, EMPLOYMENT OPPORTUNITIES, FEDERAL AID, FEDERAL PROGRAMS, HUMAN SERVICES, MANPOWER UTILIZATION, PROGRAM DESCRIPTIONS, PROGRAM DESIGN, PROGRAM GUIDES, STANDARDS, MANPOWER PROGRAMS, NEW CAREERS PROGRAM
THE HANDBOOK DESCRIBES THE DESIGN AND SPECIFIES THE OPERATING PROCEDURES FOR NEW CAREERS PROJECTS FUNDED BY THE DEPARTMENT OF LABOR. SUCH ISSUES AS THE PROGRAM AND SPONSOR STANDARDS, ELIGIBILITY REQUIREMENTS, CONTRACTING, REPORTING AND SELF-APPRAISAL SYSTEMS, JOBS IN THE HUMAN SERVICES AND TECHNICAL ASSISTANCE ARE EXPLAINED IN DETAIL AND SPECIFIC EXAMPLES ARE GIVEN. THE HANDBOOK WOULD BE USEFUL TO PROJECT MANAGERS AS AN INSTRUCTION BOOKLET AND TO OTHER PERSONNEL INNOVATORS OR MANPOWER DESIGNERS AS A MODEL FOR MANPOWER UTILIZATION IN PARAPROFESSIONAL JOBS IN THE HUMAN SERVICE FIELDS. (AUTHOR)
ERIC: ED089055 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB 223 335, MF $1.45, HC $4.50)

3329 A NEW CLASS OF CAPITALISTS-HOW ONE COMPANY DEVELOPS THEM 1976
LUSH, S.
BUSINESS QUARTERLY, VOL.41, NO.1, SPRING 1976, P. 51-54.
CAPITALISM, CREDIT, EMPLOYEE BENEFITS, INDUSTRIAL RELATIONS, JOB SATISFACTION, MANAGEMENT, PARTICIPATIVE MANAGEMENT, PRODUCTIVITY, PROFIT SHARING, WORKING CONDITIONS
ENCOURAGES CANADIAN BUSINESS TO TAKE STEPS TO INVOLVE EMPLOYEES IN ALL ASPECTS OF THE BUSINESS: PERSONNEL POLICIES, PROFIT-SHARING, AND SHARE OWNERSHIP.
MGMT: BQU76N0051

3329 NEW CONCEPTS OF WORK. MAR 73
CANADIAN COUNCIL ON SOCIAL DEVELOPMENT, OTTAWA (ONTARIO).
NOTES: 152P.; PROCEEDINGS OF A CONFERENCE SPONSORED BY THE CANADIAN COUNCIL ON SOCIAL DEVELOPMENT; OTTAWA, ONTARIO, MARCH 26-27, 1973
CHANGING ATTITUDES, CONFERENCE REPORTS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, FUTURES (OF SOCIETY), GOVERNMENT ROLE, GUARANTEED INCOME, INCOME, JOB SATISFACTION, SOCIOECONOMIC INFLUENCES, WORK ATTITUDES, CANADA
THE TWO-DAY CANADIAN CONFERENCE FOCUSED ON THE TOPICS WHY ARE NEW CONCEPTS OF WORK EMERGING AND HOW CAN WE ENCOURAGE DESIRABLE NEW WORK CONCEPTS IN OUR SOCIETY FOLLOWING AN INTRODUCTORY SUMMARY BY DAVID P. ROSS, STEPHEN PEITCHINIS (DEAN, SCHOOL OF BUSINESS ADMINISTRATION, UNIVERSITY OF CALGARY) PRESENTED THE ECONOMIC CIRCUMSTANCES OF THE WORK CONCEPT -- IMPLICATIONS OF MARKET ORIENTATION (MARKET PRICE, WORKER PRODUCTIVITY, AND WORKER PAYMENT) AND THE RELATIONSHIP BETWEEN WORK AND LEISURE. ANOTHER PRESENTATION BY DAVID WOODSWORTH (DIRECTOR, SCHOOL OF SOCIAL WORK, MCGILL UNIVERSITY) DISCUSSED THE SOCIAL CIRCUMSTANCES OF THE WORK CONCEPT--INCREASED EXCHANGE OF SOCIAL/WORK RELATIONSHIPS AND THE IDENTIFICATION OF SERVICES AND VALUES APPROPRIATE FOR A POST-INDUSTRIAL (SERVICE) SOCIETY. INCLUDED IN THE DOCUMENT IS THE VERBATIM PARTICIPANT DISCUSSION WHICH FOLLOWED THE PRESENTATIONS. SOME AREAS OF CONCERN WERE LACK OF JOB SATISFACTION, LACK OF JOBS, AND INEQUITABLE DISTRIBUTION OF INCOME. THE SECOND CONFERENCE DAY FOLLOWED A SIMILAR FORMAT. LARRY I. BELL (UNITED COMMUNITY SERVICES OF THE GREATER VANCOUVER AREA) OFFERED SUGGESTIONS FOR COMMUNITY INVOLVEMENT IN PROVIDING EMPLOYMENT OPPORTUNITIES. KEN SVENSON (ALBERTA DEPARTMENT OF MANPOWER AND LABOR) SPOKE ON THE GOVERNMENTAL ROLE IN RELATION TO GUARANTEED INCOME, THE GUARANTEED WORK CONCEPT, AND VARIOUS EMPLOYMENT PROGRAMS. NAMES AND ADDRESSES OF PARTICIPANTS ARE INCLUDED. (EA)
ERIC: ED101179 PUBLICATIONS SECTION, CANADIAN COUNCIL ON SOCIAL DEVELOPMENT, 55 PARKDALE, BOX 3505, STATION C, OTTAWA, ONTARIO K1Y 4G1 ($4.00)

3330 THE NEW CONGRESSIONAL BUDGET PROCESS IN ACTION 1976
LEVY, M.E.
CONFERENCE BOARD RECORD, VOL.13, NO.8, AUG 1976, P. 26-31. BIBLIOG. 5
BUDGET BALANCING, CONGRESS, DEFICIT, ECONOMIC RECOVERY, ECONOMIC TRENDS, ECONOMICS, EMPLOYMENT, FEDERAL BUDGET, FEDERAL INCOME TAX, FINANCE, FISCAL POLICY, GNP, GOVERNMENT SPENDING, HOUSING, INFLATION, INVESTMENT, RESOURCE ALLOCATION, SOCIAL ISSUES, SOCIAL SECURITY
THE DIFFERENCES BETWEEN THE PRESIDENTS BUDGET AND CONGRESSIONAL BUDGET ARE EXAMINED. THE CONFLICT CENTERS ON THE SHORT-TERM TRADE-OFF BETWEEN INFLATION CONTROL AND THE PACE OF ECONOMIC RECOVERY. THE EFFECT OF THE FEDERAL BUDGET ON OVERALL ECONOMIC ACTIVITY IS DISCUSSED. THE BUDGET DEFICIT IS NOT LIKELY TO CROWD OUT VIABLE PRIVATE INVESTMENT THAT IS NECESSARY TO SUSTAIN THE EXPANSION.
MGMT: CBR76H0026

3331 NEW CONTRACTS FOR TRAINING THE DISADVANTAGED DEC 72
FISKIN, LEONARD L.
TRAINING AND DEVELOPMENT JOURNAL;26:12:3-8
CONTRACTS, DISADVANTAGED GROUPS, FEDERAL GOVERNMENT, GOVERNMENT ROLE, MANPOWER DEVELOPMENT, SPECIFICATIONS, TRAINING ALLOWANCES, JOB OPPORTUNITIES IN THE BUSINESS SECTOR, JOBS

(CONT.)

3331 EXPLAINS FEATURES OF THIS YEARS REVISED JOBS CONTRACTS AND CITES IMPLICATIONS FOR ORGANIZATIONS AND TRAINEES. (EDITOR)
ERIC: EJ070648

3332 NEW DATA SERIES ON FAMILIES SHOWS MOST JOBLESS HAVE WORKING RELATIVES 1976
HAYGHE, H.
MONTHLY LABOR REVIEW (U.S.), VOL.99, NO.12, DEC 1976, P. 46-49.
BLACKS, DATA BASES, ECONOMICS, EMPLOYMENT, LABOR FORCE, STATISTICS, UNEMPLOYMENT, WOMEN
IN SPITE OF THE HIGH UNEMPLOYMENT RATE DURING THE FIRST QUARTER OF 1976, EIGHTY PERCENT OF THE FAMILIES HAD SOMEONE WHO WAS EMPLOYED. DATA BASE OBTAINED FROM THE CURRENT POPULATION SURVEY CAN BE USED TO EXAMINE EMPLOYMENT PATTERNS WITHIN THE FAMILY.
MGMT: UML76L0046

3333 NEW DEFINITIONS FOR EMPLOYMENT AND UNEMPLOYMENT. 67
STEIN, ROBERT L.
BUREAU OF LABOR STATISTICS (DEPT. OF LABOR), WASHINGTON, D.C.
EMPLOYMENT AND EARNINGS AND MONTHLY REPORT ON THE LABOR FORCE:FEB 1967
NOTES: 26P.: REPRINT
EMPLOYEES, EMPLOYMENT LEVEL, INDIVIDUAL CHARACTERISTICS, LABOR ECONOMICS, LABOR FORCE, LABOR FORCE NONPARTICIPANTS, OCCUPATIONAL SURVEYS, RESEARCH METHODOLOGY, UNEMPLOYED, UNEMPLOYMENT
IMPROVEMENTS IN METHODS FOR MEASURING EMPLOYMENT AND UNEMPLOYMENT THAT WENT INTO EFFECT IN JANUARY 1967, NEW DEFINITIONS, AND COMPARISONS OF DATA COLLECTED BY THE CURRENT POPULATION SURVEY (CPS) AND THE NEW MONTHLY LABOR SURVEY (MLS) ARE PRESENTED. THE IMPROVEMENTS ARE IN LINE WITH THE RECOMMENDATIONS OF THE GORDON COMMITTEE IN ITS 1962 REPORT. SOME CHANGES ARE EXPANDING THE SAMPLE TO 52,500 HOUSEHOLDS, RAISING THE LOWER AGE LIMIT FROM 14 TO 16 YEARS, SHARPENING AND CLARIFYING THE DEFINITION OF UNEMPLOYMENT, IMPROVING THE REPORTING ON OTHER ITEMS SUCH AS HOURS OF WORK AND SELF EMPLOYMENT, AND DEVELOPING A BODY OF NEW INFORMATION FOR PERSONS NOT IN THE LABOR FORCE. ON THE WHOLE, THE NEW MLS SHOWS A SLIGHTLY LOWER UNEMPLOYMENT RATE THAN THE CPS. FOURTEEN TABLES COMPARING MLS AND CPS DATA INCLUDE (1) EMPLOYMENT STATUS BY COLOR, AGE, AND SEX, ANNUAL AVERAGE 1966, (2) MAJOR UNEMPLOYMENT RATES, (3) UNEMPLOYMENT BY AGE AND SEX, (4) UNEMPLOYED PERSONS BY FULL- OR PART-TIME STATUS, AGE, AND SEX, AND (5) EMPLOYED PERSONS BY CLASS OF WORKER AND OCCUPATIONAL GROUP. (MM)
ERIC: ED022895

3334 NEW DESIGN FOR RECRUITMENT OF BLACKS INTO HEALTH CAREERS 1971
APPLEWHITE, HAROLD L.
COLUMBIA UNIV., NEW YORK. SCHOOL OF DENTAL AND ORAL SURGERY.
NOTES: 7P
MINORITY GROUPS, HEALTH OCCUPATIONS, HEALTH MANPOWER EDUCATION, HRP/PAE, HRP/PAF, HRP/PACC, HRP/CDA, HRP/ZC, HRP/MCAE, HRPGEO/YUS, HRPOCC/X3, REPRINTS, NEGROES, FINANCIAL SUPPORT, BLACK AMERICANS, NTISHRANHP
THE PROBLEM OF THE DENTAL AND MEDICAL MANPOWER SHORTAGE IN THE GHETTOS IS DISCUSSED AND APPROACHES TO RECRUITING INDIGENOUS PERSONNEL ARE EXPLORED. DATA ON THE MANPOWER SHORTAGE AND ON MINORITY ENROLLMENTS IN MEDICAL AND DENTAL SCHOOLS, ARE DISPLAYED, AND THE ISSUE OF SEGREGATED PROFESSIONAL PRACTICE IS DISCUSSED. FACTORS THAT HINDER THE ADMISSION OF BLACKS TO SCHOOLS ARE NOTED. A DENTAL SCHOOL ADMINISTRATORS SUGGESTIONS REGARDING THE IDENTIFICATION OF POTENTIAL BLACK DENTAL STUDENTS AND COMPENSATORY PROGRAMS TO HELP THESE STUDENTS OVERCOME THEIR DEFICIENCIES ARE SET FORTH. THE IMPLEMENTATION OF PROGRAMS TO PROVIDE ACADEMIC ASSISTANCE TO STUDENTS AND POTENTIAL STUDENTS WHO SHOW PROMISE IS ADVOCATED. SUCH PROGRAMS SHOULD BE AIMED AT FIRST-YEAR AND SECOND-YEAR COLLEGE STUDENTS: THE MORE COMPETENT STUDENTS SHOULD BE PROVIDED WITH 2-YEAR TO 4-YEAR PREDENTAL / PREMEDICAL PROGRAMS INTO WHICH DENTAL AND MEDICAL SCHOOLS AND PROVIDERS WOULD HAVE SOME INPUT. IT IS RECOMMENDED THAT INDIVIDUAL SCHOOLS COORDINATE THEIR EFFORTS AND THAT THE FEDERAL GOVERNMENT PROVIDE FUNDS TO DENTAL AND MEDICAL SCHOOLS WHICH ARE SPECIFICALLY DESIGNATED FOR TRAINING BLACK AND MINORITY GROUPS. THESE PERSONS WOULD THEN BE COMMITTED TO SERVICE IN BLACK URBAN AND RURAL AREAS FOR A SPECIFIED NUMBER OF YEARS. THE SCHOOLS WOULD BE MOTIVATED TO RECRUIT AND TRAIN MORE ACTIVELY IF THEY WERE REQUIRED TO RETURN ANY UNUSED FUNDS. THE NEED FOR SPECIAL ADMISSIONS PROGRAMS IS EMPHASIZED.
NTIS: HRP-0016940/1ST NTIS PRICE NOT AVAILABLE NTIS

3335 NEW DEVELOPMENTS IN MANPOWER PROGRAMS. APR68
DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 20P.
DISADVANTAGED GROUPS, EMPLOYMENT PROGRAMS, EXPERIMENTAL PROGRAMS, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, PROGRAM DESCRIPTIONS, WORK EXPERIENCE PROGRAMS, MDTA PROGRAMS
THE THREE MAJOR FOCUSES OF MANPOWER POLICY AND PROGRAMS IN 1967 WERE ON THE CONCENTRATION AND UNIFICATION OF MANPOWER FORCES TO HELP THE NATIONS MOST DISADVANTAGED PEOPLE ACHIEVE EMPLOYABILITY AND DECENTLY PAID JOBS, ON GREATLY INCREASED EFFORTS TO INVOLVE PRIVATE INDUSTRY IN THE TRAINING AND JOB ADJUSTMENT OF THE HARD-CORE UNEMPLOYED, AND ON NEW PROGRAM DEVELOPMENTS AIMED AT GREATER FLEXIBILITY IN MEETING THE DIVERGENT NEEDS OF DIFFERENT INDIVIDUALS AND GROUPS. SOME OF THE MEASURES AIMED AT SPEEDING PROGRESS IN THESE DIRECTIONS WERE (1) EXPANDING THE CONCENTRATED EMPLOYMENT PROGRAM, DESIGNED TO COORDINATE THE ATTACK ON HARD-CORE UNEMPLOYMENT, (2) STRENGTHENING AND STREAMLINING THE MANPOWER ADMINISTRATION, THE INSTRUMENT WITHIN THE FEDERAL GOVERNMENT WHICH MANAGES ALMOST 90 PERCENT OF OUR MANPOWER PROGRAMS, (3) ESTABLISHING THE

(CONT.)
3335 COOPERATIVE AREA MANPOWER PLANNING SYSTEM, BEGUN IN 1967, ON A LONG-TERM BASIS, (4) ESTABLISHING THE JOB OPPORTUNITIES IN BUSINESS SECTOR (JOBS) PROGRAM, A NEW PARTNERSHIP BETWEEN GOVERNMENT AND PRIVATE INDUSTRY TO TRAIN AND HIRE THE HARD-CORE UNEMPLOYED, AND (5) ESTABLISHING THE WORK INCENTIVE PROGRAM (WIN) OF WORK AND TRAINING FOR EMPLOYABLE PEOPLE ON PUBLIC ASSISTANCE. DESCRIPTIONS OF OTHER PROGRAMS AND DISCUSSIONS OF WAYS OF MEETING THE NEEDS OF SPECIFIC CLIENT GROUPS ARE INCLUDED. A BUDGETARY INCREASE OF 25 PERCENT WAS RECOMMENDED FOR 1969 MANPOWER PROGRAMS. THIS CHAPTER APPEARS IN MANPOWER REPORT OF THE PRESIDENT AND REPORT ON MANPOWER REQUIREMENTS, RESOURCES, UTILIZATION, AND TRAINING (1968) AVAILABLE AS VT 001 025. (ET)
ERIC: ED021147

3336 NEW DEVELOPMENTS IN MANPOWER PROGRAMS. 71
DEPARTMENT OF LABOR, WASHINGTON, D.C.
NOTES: 52P.: REPRINT FROM THE 1971 MANPOWER REPORT OF THE PRESIDENT
EMPLOYMENT TRENDS, EQUAL OPPORTUNITIES (JOBS), FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, MINORITY GROUPS, PROGRAM DESCRIPTIONS, PROGRAM IMPROVEMENT, SPECIAL PROGRAMS, TABLES (DATA), VOCATIONAL DEVELOPMENT
THIS REPRINT OF A CHAPTER FROM THE ANNUAL COMPREHENSIVE PRESIDENTIAL REPORT ON THE NATIONS MANPOWER PROBLEMS AND FEDERAL PROGRAMS DISCUSSES (1) MAJOR LEGISLATIVE DEVELOPMENTS, (2) PROGRAM EVOLUTION AND INNOVATION, (3) MEETING THE NEEDS OF SPECIAL GROUPS, (4) ADMINISTERING AND DELIVERING MANPOWER SERVICES, (5) STRENGTHENING THE UNEMPLOYMENT INSURANCE SYSTEM, (6) PROGRAMS FOR VETERANS AND SERVICEMEN, AND (7) EQUAL EMPLOYMENT OPPORTUNITY. REVENUE SHARING, DECENTRALIZATION, WELFARE REFORM, AND OCCUPATIONAL HEALTH AND SAFETY CONSTITUTE MAJOR AREAS OF PRESIDENTIAL CONCERN. PROGRAMS FOR THE DISADVANTAGED, THE HANDICAPPED, AND FOR MINORITY GROUPS ARE DELINEATED FOCUSING ON JOB TRAINING AND PROGRAM IMPROVEMENTS. VARIOUS TABLES PRESENT THE DATA. (AG)
ERIC: ED067453

3337 NEW DEVELOPMENTS IN NAVY MANPOWER/PERSONNEL PLANNING - SUPPORT OF THE POM-77 MRCP 1 JUL 75
SCHMID, JOHN R.;MCGERALD, JOSEPH T.
B-K DYNAMICS INC ROCKVILLE MD OFFICE OF NAVAL RESEARCH, ARLINGTON, VA.
CONTRACT NO. N00014-72-C-0526
NOTES: TECHNICAL REPT. 1 JUL 74-30 JUN 75 55P
MANPOWER, NAVAL PERSONNEL, NTISDODN
THE REPORT IS A DESCRIPTION OF A COMPUTERIZED SYSTEM TO ASSIST NAVY MANPOWER AND PERSONNEL PLANNERS IN ASSESSING THE IMPLICATIONS OF PROPOSED INCREMENTAL OR DECREMENTAL PROGRAMS. PRODUCTS ARE AVAILABLE TO HIGHLIGHT MANPOWER EXCESSES AND DEFICIENCIES BY RATING AND PAYGRADE AS COMPARED TO PROJECTED PERSONNEL INVENTORIES, TO PROVIDE MANPOWER COSTS OF PROPOSED PROGRAMS AND TO SUMMARIZE MANPOWER INCREMENTS AND DECREMENTS FOR EACH PROGRAM.
NTIS: AD-A020 594/8ST NTIS PRICES PC$4.50/MF$2.25

3338 NEW DIRECTIONS FOR APPRENTICESHIP POLICY JAN 77
MITCHELL, JAMES P.
WORKLIFE;2;1;2-5
APPRENTICESHIPS, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, GOVERNMENT ROLE, LABOR UNIONS, SKILLED WORKERS, INDUSTRIAL EDUCATION, FEMALES, MINORITY GROUPS, EMPLOYMENT STATISTICS
DESCRIBES FEDERAL EFFORTS TO IMPROVE AND EXPAND APPRENTICESHIP OPPORTUNITIES (1) CONCENTRATE ON INDUSTRIES OTHER THAN CONSTRUCTION, (2) IMPROVE THE FEDERAL-STATE PARTNERSHIP IN APPRENTICESHIP, (3) ESTABLISH COMMUNITY APPRENTICESHIPS COUNCILS, (4) START INDUSTRY PROMOTION CAMPAIGNS, AND (5) ENCOURAGE APPRENTICESHIP IN THE FEDERAL GOVERNMENT. (HL)
ERIC: EJ153204

3339 NEW DIRECTIONS FOR LABOR-MANAGEMENT COOPERATION 1977
SCOBEL, D.N.
MANAGEMENT REVIEW, VOL.66, NO.2, FEB 1977, P. 12-20.
COLLECTIVE BARGAINING, INDUSTRIAL RELATIONS, LEGISLATION, MANAGEMENT, PARTICIPATIVE MANAGEMENT, PRODUCTIVITY, QUALITY OF LIFE
THE QUALITY OF WORK LIFE HAS NOT BEEN HELPED BY MANAGEMENT, NOR AT A LEGISLATIVE LEVEL, BUT IS SEEN IN IMPROVEMENT IN SHARING PLANS AT COLLECTIVE BARGAINING SESSIONS IN AUTO AND STEEL INDUSTRIES, WITH JOINT LABOR-MANAGEMENT COMMITTEES, IN JOB ENRICHMENT AND IN NEW FACTORIES.
MGMT: MRE7730012

3340 NEW DIRECTIONS FOR PUBLIC SERVICE EMPLOYMENT IN MANPOWER PROGRAMMING 1976
CRAFT, J.A.
PUBLIC PERSONNEL MANAGEMENT, VOL.5, NO.1, JAN-FEB 1976, P. 60-66. BIBLIOG. 21
CIVIL SERVICE, EMPLOYMENT POLICY, FEDERAL GOVERNMENT, FULL EMPLOYMENT, HUMAN RESOURCE DEVELOPMENT, JOB DEVELOPMENT, LABOR FORCE, PLANNING, UNEMPLOYMENT
WITH UNEMPLOYMENT EXPECTED TO REMAIN HIGH, SUBSIDIZED PUBLIC SECTOR EMPLOYMENT PLANS WILL CONTINUE TO DEVELOP. MORE COMPREHENSIVE PLANNING WILL BE NECESSARY TO MEET THIS INCREASED DEMAND FOR PUBLIC SECTOR EMPLOYMENT.
MGMT: PPM76A0060

3341 NEW DIRECTIONS IN EMPLOYABILITY REDUCING BARRIERS TO FULL EMPLOYMENT. 73
CRP, CAVID B., ED.
NOTES: 250P.
BLUE COLLAR OCCUPATIONS, COUNSELING, DECENTRALIZATION, DISADVANTAGED GROUPS, EMPLOYMENT, EMPLOYMENT TRENDS, JOB TRAINING, MANPOWER DEVELOPMENT, SUCCESS FACTORS, UNDEREMPLOYED, UNEMPLOYMENT, VETERANS, WHITE COLLAR OCCUPATIONS, YOUTH
THE BOOK, A CONDENSATION OF THE DELIBERATIONS OF A CONFERENCE CALLED BY THE NATIONAL GRADUATE UNIVERSITY UNDER THE SPONSORSHIP OF THE BRUNER FOUNDATION OF NEW YORK CITY, CONTAINS PROPOSALS BY EXPERTS FROM ALL AREAS FOR IMPROVING EMPLOYABILITY. THE CONFERENCE PURPOSE WAS TO PROVIDE FOR AN EXCHANGE OF THE LATEST IDEAS, INFORMATION, AND METHODS OF COPING WITH UNEMPLOYMENT AND UNDEREMPLOYMENT, WHICH HAVE BEEN FOUND TO BE SUCCESSFUL IN ONE OR MORE IMPORTANT RESPECTS. AMONG SUBJECTS COVERED ARE TRAINING PROGRAMS FOR YOUTH AND THE DISADVANTAGED, BLUE- AND WHITE-COLLAR PROGRAMS IN THE PRIVATE SECTOR, FEDERAL MANPOWER PROGRAMS FOR VIETNAM VETERANS, AND SUPPORTIVE SERVICES SUCH AS COUNSELING. CONSENSUS IS SHOWN ON A NUMBER OF THEMES RECURRING ACROSS THE SESSIONS THE NEED FOR AN INTEGRATED, COHERENT NATIONAL MANPOWER POLICY COORDINATING EFFORT AT ALL LEVELS OF PUBLIC/PRIVATE SECTORS; THE NEED FOR A MORE CLIENT-CENTERED SYSTEM; THE NEED FOR DECENTRALIZATION; THE DESIRABILITY OF REMOVING SOME OF THE ELIGIBILITY REQUIREMENTS FOR SERVICES; THE FACT THAT DISADVANTAGEMENT IS NOT CONFINED TO THE LOWER CLASSES; THE EMPHASIS ON THE WORKER AS THE UNIT OF CONCERN RATHER THAN THE JOB ITSELF. (AUTHOR/EA)
ERIC: ED099319 PRAEGER PUBLISHERS, 111 FOURTH AVENUE, NEW YORK, NEW YORK 10003 ($16.50)

3342 NEW DIRECTIONS IN MANPOWER PLANNING AND CONTROL 1977
PEKAR, P.P, JR.: BURACK, H.
MANAGERIAL PLANNING, VOL.26, NO.1, JULY/AUG 1977, P. 17-22.
AUTOMATION, COMPUTER SERVICES, DATA BASES, JOB ANALYSIS, LAYOFF, MANAGEMENT, PERSONNEL MANAGEMENT, PLANNING
EMPLOYEE INFORMATION DATA BASES CAN BE DEVELOPED WHICH WILL PROVIDE EASY ACCESS TO INFORMATION NEEDED TO DETERMINE PERSONNEL EXPANSION OR CUTBACKS.
MGMT: MPL77G0017

3343 NEW DIRECTIONS IN MANPOWER PROGRAMS, A REPRINT FROM THE 1967 MANPOWER REPORT. 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 28P.
ADMINISTRATIVE POLICY, DISADVANTAGED GROUPS, EMPLOYMENT, FEDERAL PROGRAMS, JOB TRAINING, MANPOWER DEVELOPMENT, UNEMPLOYED, VOCATIONAL EDUCATION
THE NEW DIRECTIONS WERE THE OUTGROWTH OF ECONOMIC DEVELOPMENTS INCLUDING RISING EMPLOYMENT, EMERGING LABOR SHORTAGES, AND CONTINUED HARD CORE UNEMPLOYMENT. A DISTINGUISHING FEATURE OF 1966 WAS THE EXTENT TO WHICH IDEAS WERE BROUGHT FROM THE PLANNING OR TESTING STAGE TO INNOVATIVE ACTION BY MANY AGENCIES OF THE GOVERNMENT. THE OVERRIDING CONCERN IN THESE ACTIONS WAS TO DEAL MORE EFFECTIVELY AND FUNDAMENTALLY WITH THE PROBLEMS OF THE DISADVANTAGED, BUT IMPORTANT STEPS WERE ALSO TAKEN TO HELP MEET SKILL SHORTAGE PROBLEMS AND TO COORDINATE MANPOWER PROGRAMS WITH OTHER RELATED STATE AND LOCAL PROGRAMS. MANY BUSINESSES AND INDUSTRIES RECRUITED, EMPLOYED, AND TRAINED DISADVANTAGED WORKERS AND COOPERATED IN EFFORTS TO MEET HOUSING, TRANSPORTATION, AND OTHER SOCIAL PROBLEMS. MANY NATIONAL LABOR UNIONS STIMULATED UPGRADING TRAINING TO IMPROVE SKILLS AND OPEN OPPORTUNITIES FOR LARGE MEMBERS OF THE DISADVANTAGED IN ENTRY OCCUPATIONS. SPECIFIC SUBJECTS DISCUSSED ARE (1) REACHING AND SERVING THE DISADVANTAGED THROUGH THE HUMAN RESOURCES DEVELOPMENT PROGRAM, MULTISERVICE NEIGHBORHOOD CENTERS, AND REFOCUSED MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA) PROGRAMS, (2) IMPROVING EMPLOYABILITY THROUGH MDTA TRAINING, NEIGHBORHOOD YOUTH CORPS PROJECTS, PROGRAMS FOR WELFARE CLIENTS, AND STATEWIDE PROJECTS, (3) INITIATING NEW FORMS OF JOB DEVELOPMENT THROUGH INDUSTRY COOPERATION, YOUTH OPPORTUNITY CAMPAIGNS, AND WORK-TRAINING PROGRAMS, (4) INITIATING INNOVATIONS IN OCCUPATIONAL TRAINING, (5) MEETING THE PROBLEMS OF SPECIAL GROUPS, SUCH AS OLDER WORKERS, AMERICAN INDIANS, MEXICAN-AMERICANS, TEXAS MIGRATORY WORKERS, DISADVANTAGED SERVICEMEN AND REJECTEES, AND PRISON INMATES, AND (6) IMPLEMENTING NEW ADMINISTRATIVE POLICIES, SUCH AS USE OF COORDINATING TEAMS, JOINT FUNDING, AND NATIONAL-STATE PLANNING. THE REPORT WAS AN ACCOUNT OF PROGRAM BEGINNINGS RATHER THAN ACCOMPLISHMENTS. THIS ARTICLE IS A REPRINT FROM 1967 M
ERIC: ED016907

3344 NEW DIRECTIONS IN POST-SECONDARY EDUCATION: EXPANDING OPPORTUNITIES FOR THE OCCUPATIONAL EDUCATION STUDENT. 73
BROWN, TERENCE, ED.
AMERICAN ASSOCIATION OF COMMUNITY AND JUNIOR COLLEGES, WASHINGTON, D.C.: SOUTHERN ILLINOIS UNIV., CARBONDALE. SCHOOL OF TECHNICAL CAREERS. COMMONWEALTH FUND, NEW YORK, N.Y.
NOTES: 111P.; CONFERENCE PROCEEDINGS (CARBONDALE, ILLINOIS, MAY 10 + 11, 1973)
COMMUNITY COLLEGES, CONFERENCE REPORTS, CONSORTIA, COOPERATIVE PLANNING, CURRICULUM DEVELOPMENT, CURRICULUM PLANNING, CURRICULUM PROBLEMS, EDUCATIONAL COORDINATION, FLEXIBLE SCHEDULING, HEALTH OCCUPATIONS EDUCATION, INTERINSTITUTIONAL COOPERATION, POST SECONDARY EDUCATION, VOCATIONAL EDUCATION, ILLINOIS, SOUTHERN ILLINOIS COLLEGIATE COMMON MARKET
THE PROCEEDINGS COVER A CONFERENCE OF REPRESENTATIVES OF ALL THE COMMUNITY COLLEGES IN THE SOUTHERN PART OF ILLINOIS AND ONE IN KENTUCKY WITH REPRESENTATIVES FROM THE SCHOOL OF TECHNICAL CAREERS AT SOUTHERN ILLINOIS UNIVERSITY. THE CONFERENCE OBJECTIVES WERE TO DISCUSS COMMON PROBLEMS AND ISSUES RELATED TO CLOSER COORDINATION OF EFFORT AMONG THE PARTICIPATING INSTITUTIONS. A COOPERATIVE NURSING PROGRAM AMONG THE SCHOOLS HAS BEEN

(CONT.)
3344 EFFECTIVE, AND REPRESENTATIVES OF THE INSTITUTIONS BELIEVED FURTHER COOPERATIVE VENTURES WERE DESIRABLE. IN PROVIDING A FOCUS FOR THE WORKSHOP CONFERENCE, SIX PAPERS WERE GIVEN FOLLOWING A WELCOME SPEECH BY W. E. MALONE OF SIU A PAPER ON EXPANDING OPPORTUNITIES FOR THE OCCUPATIONAL EDUCATION STUDENT BY K. G. SKAGGS: ON CAREER MOBILITY BY J. H. SMITH: CURRICULUM FLEXIBILITY BY RALPH KUHLI ACCREDITING AND CREDENTIALING LIMITATIONS ON FLEXIBILITY BY DON FREY: OPERATIONAL LIMITATIONS ON FLEXIBILITY BY LORI REIBLING: AND SUGGESTIONS FOR LIVING WITH THE LIMITATIONS BY S. V. MARTORANA. A PAGE OF COMMENTARY: A LIST OF ATTENDEES, SPEAKERS, AND RESOURCE PERSONS: AN ALLIED HEALTH FACT SHEET: AND A MAP OF THE GEOGRAPHICAL AREA SHOWING THE LOCATION OF PARTICIPATING INSTITUTIONS ARE INCLUDED IN THE PROCEEDINGS. (AG)
ERIC: ED084457

3345 A NEW ECONOMIC ERA 1977
KATONA, G.
CHALLENGE, VOL.20, NO.3, JULY-AUGUST 1977, P. 52-53.
ATTITUDE CHANGE, COST OF LIVING, ECONOMIC THEORY, ECONOMICS, PRICE, UNEMPLOYMENT, WORK ETHIC
THE DECLINE IN THE ECONOMY HAS CHANGED MANY AMERICAN ATTITUDES ABOUT ECONOMICS. WHEREAS IN THE POST WORLD WAR II YEARS MOST AMERICANS THOUGHT PRICE STABILITY AND FULL EMPLOYMENT WERE ACHIEVABLE, THIS IS NO LONGER THE CASE. SIMILARLY, PEOPLE NO LONGER BELIEVE THAT THE U.S. STANDARD OF LIVING WILL CONSTANTLY IMPROVE. THERE IS NOW LESS BELIEF IN THE REWARDS OF HARD WORK, AND MOST AMERICANS FIND IT MORE DIFFICULT TO UNDERSTAND THE ECONOMY THAN WAS PREVIOUSLY THE CASE.
MGMT: CHA7750052

3346 THE NEW ENGLAND ECONOMY: CURRENT DEVELOPMENTS AND OUTLOOK 1975
PINSKY, D.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SPRING MEETING, SPRING 1975, P. 508-510.
ECONOMIC DEVELOPMENT, ECONOMIC FORECAST, ECONOMICS, ENERGY, IMPORT, INFLATION, RECESSION, REGIONAL PLANNING, UNEMPLOYMENT
IN ADDITION TO NATIONAL ECONOMIC ILLS, THE NEW ENGLAND ECONOMY IS FURTHER PLAGUED BY HIGH ENERGY COSTS WHICH, IF THEY PERSIST, WILL HAVE A LONG-RANGE DAMPENING EFFECT ON JOBS AND INDUSTRIAL STABILITY. THE VARIOUS COMPONENTS OF THE ECONOMY ARE EXAMINED. THE PROBLEMS SEEM VERY FORMIDABLE.
MGMT: IRR75N0508

3347 NEW GUIDANCE MATERIALS FOR THE DISADVANTAGED A PILOT PROGRAM SUM 71
SMITH, GERARD
OCCUPATIONAL OUTLOOK QUARTERLY:15:2:31-33
DISADVANTAGED YOUTH, INSTRUCTIONAL MATERIALS, OCCUPATIONAL GUIDANCE, PILOT PROJECTS, READING COMPREHENSION, READING DIFFICULTY
PROGRESS REPORT ON A NEW PILOT PROGRAM AIMED AT YOUNG PEOPLE WITH LIMITED READING COMPREHENSION. (EDITOR)
ERIC: EJ045522

3348 THE NEW IMMIGRATION AND THE PRESUMPTIONS OF SOCIAL POLICY 1974
PIORE, M.J.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES, PROCEEDINGS OF THE TWENTY-SEVENTH ANNUAL WINTER MEETING, DEC 28-29, 1974, P. 350-358.
CORPORATE RESPONSIBILITY, IMMIGRATION, LABOR FORCE, LABOR MARKET, LAW ENFORCEMENT, MINORITIES, POVERTY, PUBLIC ADMINISTRATION, RECRUITMENT, WAGES, WORKING CONDITIONS
DISCUSSES THE ILLEGAL IMMIGRATION OF THE LAST DECADE AND THE NECESSITY OF DEVELOPING SOCIAL POLICIES TO CONTEND WITH ENSUING PROBLEMS.
MGMT: IRR7470350

3349 NEW JERSEY RESEARCH COORDINATING UNIT FOR VOCATIONAL EDUCATION, FINAL REPORT. SEP 69
NEW JERSEY OCCUPATIONAL RESEARCH AND DEVELOPMENT BRANCH, TRENTON. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-1-7-063001-1617
NOTES: 23P.
CURRICULUM DEVELOPMENT, DEMONSTRATION PROJECTS, INFORMATION DISSEMINATION, OCCUPATIONAL INFORMATION, PILOT PROJECTS, PROGRAM DESCRIPTIONS, PROGRAM PLANNING, RESEARCH COORDINATING UNITS, RESEARCH PROJECTS, STATE PROGRAMS, VOCATIONAL EDUCATION, NEW JERSEY
THIS REPORT COVERS THE PERIOD JULY 1968-AUGUST 1969, DURING THIS TIME, LIBRARY HOLDINGS INCREASED TO 10,728 ITEMS AND A QUARTERLY PUBLICATION WAS THE CHIEF INFORMATION DISSEMINATION TOOL. STUDIES COMPLETED DURING THE PERIOD CONCERNED THE COMMUNITY COLLEGE, PRACTICAL NURSE EDUCATION, CURRICULUM CHANGE IN HOME ECONOMICS: STUDIES UNDERWAY ARE A FOLLOW-UP HOME ECONOMICS STUDY, A STUDY ON VOCATIONAL EDUCATION FOR THE MENTALLY RETARDED, AND A SURVEY OF OCCUPATIONAL PROFICIENCY TESTS. OTHER PUBLICATIONS DEALT WITH PLANNING FOR VOCATIONAL EDUCATION, PROPOSAL PREPARATION, AND VOCATIONAL EDUCATION RESEARCH CONDUCTED IN NEW JERSEY. TECHNOLOGY FOR CHILDREN, A PROGRAM OF OCCUPATIONAL EDUCATION, WAS FURTHER DEVELOPED AND AN EVALUATIVE STUDY OF 120 PILOT AND DEMONSTRATION PROJECTS WAS CONDUCTED. MAJOR SECTIONS OF THE REPORT DEAL WITH (1) INFORMATION DISSEMINATION, (2) RESEARCH, (3) CURRICULUM DEVELOPMENT, (4) PROGRAM PLANNING, (5) PILOT AND DEMONSTRATION PROJECTS, (6) TECHNOLOGY FOR CHILDREN, AND (7) FACILITIES PLANNING. (JK)
ERIC: ED034050

3350 NEW LABOR FORCE PROJECTIONS TO 1990 1976
FULLERTON, H.N. JR.; FLAIM, P.O.
MONTHLY LABOR REVIEW (U.S.), VOL.99, NO.12, DEC 1976, P. 3-13. BIBLIOG. 13
AGE, FORECASTING, LABOR FORCE, LABOR MARKET, MINORITIES, PRODUCTIVITY, QUANTITATIVE METHODS, SOCIAL CHANGE, STATISTICS, WOMEN
THE COMPOSITION OF THE U.S. LABOR FORCE IS PROJECTED FOR 1980,1985 AND 1990 AND COMPARED WITH THE DATA FOR 1970 AND 1975. THE INCREASE IN THE PRIME AGE LABOR FORCE (AGE 25 TO 54) WILL LEAD TO INCREASED PRODUCTIVITY. THE METHOD USED FOR PROJECTION IS DESCRIBED.
MGMT: UML76LJ003

3351 NEW LABOR FORCE PROJECTIONS TO 1990. SPECIAL LABOR FORCE REPORT 197. 77
FULLERTON, HOWARD N., JR.;FLAIM, PAUL O.
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 15P.; REPRINT FROM MONTHLY LABOR REVIEW (DECEMBER 1976) ; TABLES MAY BE MARGINALLY LEGIBLE DUE TO SMALL PRINT
AGE, CENSUS FIGURES, EMPLOYMENT PROJECTIONS, LABOR FORCE, LABOR SUPPLY, NATIONAL DEMOGRAPHY, POPULATION TRENDS, SEX (CHARACTERISTICS), TREND ANALYSIS, WORKING WOMEN, UNITED STATES
PREPARED AS PART OF THE BUREAU OF LABOR STATISTICS PERIODIC REASSESSMENT OF ITS PROJECTIONS OF THE FUTURE GROWTH TRENDS OF THE VARIOUS SECTORS OF THE AMERICAN ECONOMY, NEW LABOR FORCE PROJECTIONS TO 1990 ARE PRESENTED BASED ON TRENDS IN LABOR FORCE PARTICIPATION AS OBSERVED THROUGH 1975 AND ON THE MOST RECENT POPULATION PROJECTIONS OF THE U.S. CENSUS BUREAU. MAJOR POINTS OF EMPHASIS ARE THE FOLLOWING (1) THE U.S. WORK FORCE, WHICH HAS BEEN GROWING AT UNPRECEDENTED RATES SINCE WORLD WAR II, IS EXPECTED TO GROW MORE SLOWLY DURING THE NEXT 15 YEARS. (2) PROJECTIONS DEVELOPED BY THE BUREAU OF LABOR STATISTICS (BLS) SHOW THAT THE LABOR FORCE SHOULD GROW AT AN ANNUAL RATE OF 1.9% IN THE LATTER HALF OF THE 1970S AND ONLY 1.1% A YEAR DURING THE 1980S, COMPARED WITH A RATE OF INCREASE OF 2.3% DURING THE FIRST HALF OF THE 1970S. (3) BEHIND THIS SLOWDOWN IS A SHARP DROP IN THE BIRTH RATE OF THE 1960S, WHICH MEANS THERE WILL BE FEWER YOUTHS REACHING WORKING AGE IN THE 1980S. THE AUTHORS DISCUSS SPECIFIC 1975-1990 LABOR FORCE PARTICIPATION PROJECTIONS OF WOMEN, MEN, YOUTH (16-24), PRIME AGE INDIVIDUALS (25-54), AND OLDER AGE PERSONS (55 AND OVER); COMPARE PRESENT WITH EARLIER BLS PROJECTIONS PUBLISHED IN 1973; EXPLAIN METHODS OF DRIVING PROJECTIONS AND UNDERLYING ASSUMPTIONS; AND SUGGEST ALTERNATIVE PROJECTIONS BASED ON TWO DIFFERENT FERTILITY ASSUMPTIONS. A SUPPLEMENTARY TABLE IS APPENDED WHICH SHOWS NONINSTITUTIONAL POPULATION, TOTAL LABOR FORCE, AND LABOR FORCE PARTICIPATION RATES BY AGE AND SEX, ACTUAL FOR 1970 AND 1975 AND PROJECTED FOR 1980, 1985, AND 1990. (EM)
ERIC: ED140020

3352 A NEW LIFE FOR FARMWORKER FAMILIES F 73
RURAL MANPOWER DEVELOPMENTS:23-24
AGRICULTURAL LABORERS, RURAL FAMILY, VOCATIONAL REHABILITATION, SEASONAL LABORERS, FAMILY COUNSELING, FARM LABOR SUPPLY, MANPOWER DEVELOPMENT, FAMILY PROGRAMS, RETRAINING, JOB PLACEMENT
ARIZONA JOB COLLEGES, INC. ATTEMPTS TO EASE THE TRANSITION TO NONFARM EMPLOYMENT FOR SEASONAL FARMWORKERS BY MOTIVATING ENTIRE FAMILIES TO ACHIEVE ECONOMIC SELF-SUFFICIENCY. (MS)
ERIC: EJ089096

3353 A NEW LOOK AT WORK, PLAY AND JOB SATISFACTION. 31 MAY 71
DAY, H. I.
NOTES: 18P.; SPEECH GIVEN BEFORE CANADIAN GUIDANCE AND COUNSELLING ASSOCIATION CONVENTION, TORONTO, MAY 30 - JUNE 2, 1971
CAREER PLANNING, EMPLOYMENT, INDIVIDUAL CHARACTERISTICS, JOB ANALYSIS, JOB PLACEMENT, JOB SATISFACTION, LEISURE TIME, MOTIVATION, NEED GRATIFICATION, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, VOCATIONAL COUNSELING
A GREAT DEAL OF LITERATURE CONCERNING WORK, PLAY AND JOB SATISFACTION IS SUMMARIZED AND INTEGRATED. THE AUTHOR DISCUSSES A NUMBER OF DIFFERENT CONCEPTIONS OF WHAT WORK ACTUALLY IS AND CONCLUDES THAT, ACCORDING TO ALL DEFINITIONS, WORK IS AN INSTRUMENTAL ACTIVITY WITH ONLY EXTRINSIC SATISFACTIONS. IT IS HIS CONTENTION, HOWEVER, THAT WORK MAY HAVE INTRINSICALLY REWARDING ASPECTS. PLAY IS VIEWED VERY BROADLY AS (1) INTRINSICALLY REWARDING; (2) AN ACTIVITY WHICH INCLUDES INFORMATION SEARCH, SKILL TRAINING, AND REPETITIOUS PRACTICE; AND (3) A FORM OF LEARNING AND REHEARSAL. THE AUTHOR PREFERS NOT TO SEE WORK AND PLAY AS MUTUALLY EXCLUSIVE ACTIVITIES, BUT TO VIEW THEM AS COMPLEMENTARY COMPONENTS OF ALL ACTIVITIES. ON THIS BASIS, A MODEL FOR VOCATIONAL COUNSELING IS PROPOSED, WHICH SEEKS TO EVALUATE JOBS ON THE RELATIVE DEGREES OF EXTRINSIC AND INTRINSIC SATISFACTION WHICH THEY CAN PROVIDE, AND TO DETERMINE WHICH INDIVIDUALS WOULD FIT WITH WHAT KINDS OF JOBS, UTILIZING THE EXTRINSIC/INTRINSIC SATISFACTION DIMENSIONS. (TL)
ERIC: ED054466

3354 THE NEW MANPOWER BILL A SUMMARY DEC 74
JOURNAL OF EMPLOYMENT COUNSELING:11:4:154-158
FEDERAL LEGISLATION, MANPOWER DEVELOPMENT, EMPLOYMENT POTENTIAL, JOB TRAINING, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973
DESCRIBES THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973 WHICH PROVIDES A NEW AND UP-TO-DATE CHARTER FOR MANPOWER PROGRAMS. IT DECENTRALIZES AND DECATEGORIZES NUMEROUS PROGRAMS AUTHORIZED UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT AND UNDER TITLE I OF THE ECONOMIC OPPORTUNITY ACT. (AUTHOR/PC)
ERIC: EJ109928

3355 THE NEW MANPOWER BILL A SUMMARY MAR 74
MANPOWER;6;3;22-5
FEDERAL LEGISLATION, MANPOWER DEVELOPMENT, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES
THE PROVISIONS OF THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973 ARE SUMMARIZED. (SA)
ERIC; EJ097398

3356 NEW MANPOWER RESEARCHERS CONFERENCE (SEPTEMBER 18-19, 1969). OCT 69
NATIONAL MANPOWER POLICY TASK FORCE, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES; 53P.
CONFERENCE REPORTS, DOCTORAL THESES, RESEARCHERS, RESEARCH PROJECTS, MANPOWER RESEARCH
THE REPORT DESCRIBES THE THIRD IN A SERIES OF CONFERENCES FOR NEW MANPOWER RESEARCHERS. THE PURPOSE OF THE CONFERENCE IS TO SERVE AS A FORUM FOR THE INTERCHANGE OF IDEAS AMONG 1969 MANPOWER DOCTORAL GRANT RECIPIENTS AS A MEANS OF BROADENING THEIR PERSPECTIVE ON MANPOWER POLICY ISSUES. THE CONFERENCE SETTING PROVIDES PARTICIPANTS AN OPPORTUNITY TO MEET THEIR PEERS AND EXPERIENCED MANPOWER SPECIALISTS. THE REPORT DESCRIBES THE OBJECTIVES AND PLANNING MECHANISM FOR CARRYING OUT THE CONFERENCE, ITS GENERAL FORMAT, A SUMMARY OF THE VARIOUS SESSIONS HELD, AND AN EVALUATION OF THE PROGRAM. (AG)
ERIC; ED081953 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-187 701, MF $1.45, HC PRICE NOT QUOTED)

3357 NEW MANPOWER RESEARCHERS CONFERENCE (4TH, SEPTEMBER 24-25, 1970). OCT 70
LEVITAN, SAR A.;GLENN, LOWELL M.
NATIONAL MANPOWER POLICY TASK FORCE, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES; 66P.
CONFERENCE REPORTS, CONFERENCES, DOCTORAL THESES, MANPOWER NEEDS, MANPOWER UTILIZATION, RESEARCHERS, RESEARCH PROJECTS, MANPOWER RESEARCH
THIS REPORT DESCRIBES THE FOURTH IN A SERIES OF ANNUAL CONFERENCES OF DOCTORAL CANDIDATES WHO HAVE RECEIVED DISSERTATION RESEARCH GRANTS FROM THE MANPOWER ADMINISTRATION. THESE CONFERENCES ARE DESIGNED TO PROVIDE OPPORTUNITIES FOR THE CANDIDATES TO DISCUSS THEIR WORK WITH EACH OTHER AND TO MEET SENIOR MANPOWER SPECIALISTS. IN THE 1970 CONFERENCE, THE PARTICIPANTS INCLUDED 39 CANDIDATES AND FOUR GRANTEES WHO HAD RECEIVED THEIR PH.DS AND WHOSE DISSERTATIONS WERE DISCUSSED AT THE CONFERENCE. (AUTHOR)
ERIC; ED081955 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-201 296; MF $1.45, HC $3.00)

3358 NEW METHODS AND INTERPRETATIONS OF THE ASSESSMENT OF LITERACY AMONG YOUNG ADULTS. NOV 74
LICHTMAN, MARILYN
NOTES; 24P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE COLLEGE READING ASSOCIATION (18TH, BETHESDA, MARYLAND, OCTOBER 31-NOV. 2, 1974)
ADULT EDUCATION, DISADVANTAGED YOUTH, EDUCATIONAL RESEARCH, LEARNING MODALITIES, LITERACY EDUCATION, READING TESTS, SECOND LANGUAGE LEARNING, SEX DIFFERENCES, TESTING
THREE FACETS OF LITERACY MEASUREMENT WERE EXAMINED IN THIS STUDY THE ASSESSMENT OF FUNCTIONAL LITERACY WITH AN INSTRUMENT DESIGNED TO REFLECT PRACTICAL READING TASKS; THE EFFECT OF MODE OF TEST ADMINISTRATION ON LITERACY; AND THE RELATIONSHIP OF LITERACY TO SEX, SCHOOLING, AND TRADITIONAL MEASURES OF READING. SUBJECTS WERE 626 YOUNG ADULTS ENROLLED IN FOUR JOB CORPS RESIDENTIAL CENTERS. R/EAL (READING/EVERYDAY ACTIVITIES IN LIFE), A NEW TEST OF FUNCTIONAL LITERACY, WAS ADMINISTERED TO SUBJECTS UNDER ONE OF THREE CONDITIONS ENGLISH-TAPED, ENGLISH-PRINTED, OR SPANISH-TAPED. RESULTS INDICATED THAT UNDER EACH OF THE CONDITIONS, R/EAL PROVED TO BE A RELIABLE AND VALID MEASURE OF LITERACY. SIGNIFICANT RELATIONSHIPS WERE FOUND BETWEEN LITERACY PERFORMANCE AND NUMBER OF YEARS OF SCHOOL COMPLETED AND BETWEEN LITERACY AND TRADITIONAL READING FOR EACH CONDITION. NO SIGNIFICANT RELATIONSHIPS WERE FOUND BETWEEN SEX OR LENGTH OF STAY IN PROGRAM AND LITERACY. CONCLUSIONS ARE THAT LITERACY MEASUREMENT ON PRACTICAL READING TASKS CAN BE ACCOMPLISHED, THAT TEST ADMINISTRATION CONDITIONS DO NOT SIGNIFICANTLY AFFECT TEST PERFORMANCE FOR GROUPS AT COMPARABLE READING LEVELS, AND THAT A NUMBER OF FACTORS APPEAR TO BE ASSOCIATED WITH SUCH MEASUREMENT. (AUTHOR/TO)
ERIC; ED101297

3359 NEW MEXICO FARM LABOR AND RURAL MANPOWER PROGRAM 1969, ANNUAL REPORT. 69
NEW MEXICO STATE EMPLOYMENT SECURITY COMMISSION, ALBUQUERQUE, STATE EMPLOYMENT SERVICE.
NOTES; 45P.
AGRICULTURAL LABORERS, UNEMPLOYMENT, AUTOMATION, ECONOMIC CLIMATE, EMPLOYMENT TRENDS, MANPOWER UTILIZATION, ANNUAL REPORTS, EMPLOYMENT PROGRAMS, JOB PLACEMENT, NEW MEXICO
FALLING AGRICULTURAL EMPLOYMENT IN NEW MEXICO, RESULTING FROM GREATER MECHANIZATION, HAS RESULTED IN THE RECENT EXPANSION OF THIS JOB PLACEMENT PROGRAM TO SERVE MORE FULLY THE WORKERS AND EMPLOYERS OF NEW MEXICO. AFTER DESCRIBING THE ECONOMIC CLIMATE AND EMPLOYMENT TRENDS RESULTING FROM MECHANIZATION, THIS ANNUAL REPORT EXPLAINS THE SERVICES PROVIDED TO COUNTERACT THE NEGATIVE EMPLOYMENT TRENDS. ALTHOUGH RECRUITING, RURAL DEVELOPMENT, PUBLIC RELATIONS, AND RURAL MANPOWER SERVICES PROVED TO BE EFFECTIVE, THE PROGRAM SUFFERED FROM INADEQUATE FUNDING. QUESTIONNAIRES, LETTERS, BULLETINS, AND PROMOTIONAL MATERIALS ARE APPENDED. (SH)
AIM/ARM; WT012678

3360 A NEW MILESTONE IN THE SHIFT TO THE SUNBELT 1977
NATIONS BUSINESS, VOL.65, NO.5, MAY 1977, P. 69.
ECONOMIC GROWTH, ECONOMICS, EMPLOYMENT, INCOME, INFLATION
COMPARES ECONOMIC TRENDS IN THE SUNBELT AND SNOWBELT.
MGMT: NA377E0069

3361 THE NEW PARTNERSHIP--ACADEMIA AND THE WORLD OF WORK. 74
BELL, T. H.
NOTES: 14P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE COLLEGE ENTRANCE EXAMINATION BOARD (WASHINGTON, D. C., OCTOBER 1974)
CAREER EDUCATION, COOPERATIVE PLANNING, EDUCATIONAL CHANGE, EDUCATIONAL NEEDS, EDUCATIONAL PLANNING, EMPLOYMENT PROBLEMS, GOVERNMENT ROLE, MANPOWER DEVELOPMENT, OCCUPATIONAL GUIDANCE, SCHOOL INDUSTRY RELATIONSHIP, SOCIAL VALUES, SPEECHES, YOUTH EMPLOYMENT
PRESIDENT FORCS PLEDGE TO BRING EDUCATION AND EMPLOYERS TOGETHER IN A NEW CLIMATE OF CREDIBILITY REQUIRES THE COOPERATIVE PLANNING OF THE DEPARTMENTS OF HEALTH, EDUCATION, AND WELFARE: COMMERCE: AND LABOR. SIDNEY P. MARLANDS IDEA OF CAREER EDUCATION IS RECEIVING A NEW THRUST. THE CONCEPT OF COMPLETING AN EDUCATION WITHIN A CERTAIN TIME SPAN IS OUT-DATED. PROPER EMOTIONAL PREPARATION FOR WORK AS WELL AS GOAL-CENTERED PLANS FOR TODAYS YOUTH WILL INVOLVE PLANNING FROM BUSINESS, INDUSTRY, AND EDUCATION. PROPER OCCUPATIONAL GUIDANCE IS A BASIC NEED: CAREER EDUCATION WILL EXPOSE THE WORLD OF WORK TO STUDENTS IN THE EARLY YEARS OF THEIR FORMAL EDUCATION. THE IDEA OF WORK MUST BE CENTRAL TO EDUCATION, AND YOUNG PEOPLE MUST BE TRAINED TO THINK IN TERMS OF EMPLOYMENT, YET NEVER LOSING RECOGNITION OF THE FACT THAT IT IS THE INDIVIDUALS VIEW OF HIS PRODUCTIVITY THAT IS FUNDAMENTAL TO THE CAREER EDUCATION CONCEPT. THE COOPERATION OF THE THREE FEDERAL DEPARTMENTS IS AN ILLUSTRATION OF FEDERAL LEADERSHIP TO HASTEN COOPERATIVE EFFORTS AT THE LOCAL LEVEL TO DEVELOP IN YOUNG AMERICANS A SENSE OF WHAT WORK MEANS, SKILL IN DECISION MAKING TO PREPARE FOR WORK, AND ABILITY TO FIND A JOB. (AUTHOR/AG)
ERIC: ED103616

3362 NEW PATTERNS OF EMPLOYMENT, PROCEEDINGS OF THE CONFERENCE-WORKSHOP (CENTER FOR CONTINUING EDUCATION OF WOMEN, UNIVERSITY OF MICHIGAN, ANN ARBOR, MARCH 29, 1966). OCT66
MICHIGAN UNIV., ANN ARBOR. CENTER FOR CONTINUING EDUCATION FOR WOMEN.
NOTES: 154P.
BIBLIOGRAPHIES, CAREER OPPORTUNITIES, COLLEGE GRADUATES, EMPLOYER ATTITUDES, EMPLOYMENT PATTERNS, FEMALES, OCCUPATIONAL SURVEYS, PART TIME JOBS, STATISTICAL DATA, WORKING WOMEN
THE CENTER FOR CONTINUING EDUCATION OF WOMEN AT THE UNIVERSITY OF MICHIGAN AT ITS SECOND CONFERENCE EXPLORED PROMISING FIELDS OF EMPLOYMENT FOR COLLEGE TRAINED WOMEN, PARTICULARLY THOSE WHO COULD WORK ONLY PART TIME. SPEAKERS PRESENTED A NATIONWIDE VIEW OF WOMEN IN THE LABOR MARKET, DESCRIBED THE ATOMIC ENERGY COMMISSIONS PROGRAM IN HIRING WOMEN, SPECULATED ON REASONS FOR LIMITATIONS TO WOMENS CAREER OPPORTUNITIES, AND SPOKE OF THE NEED FOR ACCOMMODATION TO CHANGE, POINTING OUT MAJOR REVOLUTIONS AFFECTING THE CURRENT MARKET. PANELS CONSISTING OF EMPLOYERS FROM BUSINESS, GOVERNMENT, AND INSTITUTIONS OF HIGHER EDUCATION DISCUSSED WRITING, EDITING, AND LIBRARIANSHIP, COLLEGE TEACHING AND ADULT EDUCATION, RESEARCH IN THE SOCIAL SCIENCES AND HUMANITIES AND IN PHYSICAL AND BIOLOGICAL SCIENCES, AND ADMINISTRATIVE AND STAFF POSITIONS. (A PROGRESS REPORT SINCE THE INCEPTION OF THE CENTER IN SEPTEMBER 1964 AND A LIST OF STAFF AND COMMITTEES COMPRISE A PREFACE. APPENDIXES INCLUDE A STUDY OF ANN ARBORS LOCAL OPPORTUNITIES FOR WOMEN, TIPS ON PREPARING RESUMES, A BIBLIOGRAPHY OF RECENT AND LOCALLY AVAILABLE PUBLICATIONS ON WOMENS CAREER OPPORTUNITIES, AND A ROSTER OF ATTENDEES.) (RT)
ERIC: ED019539

3363 NEW PERSPECTIVES ON OLDER WORKERS. MAY 71
SHEPPARD, HAROLD L.
UPJOHN (W.E.) INST. FOR EMPLOYMENT RESEARCH, KALAMAZOO, MICH.
NOTES: 99P.; PREPARED IN COOPERATION WITH THE NATIONAL INSTITUTE OF INDUSTRIAL GERONTOLOGY OF THE NATIONAL COUNCIL ON THE AGING
ADJUSTMENT PROBLEMS, AGE, AGE DIFFERENCES, CAREER CHANGE, DISCRIMINATORY ATTITUDES (SOCIAL), EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PRACTICES, EMPLOYMENT PROBLEMS, INDIVIDUAL NEEDS, JOB PLACEMENT, LABOR MARKET, OCCUPATIONAL MOBILITY, OLDER ADULTS, RACIAL FACTORS, SOCIOECONOMIC INFLUENCES, SOCIOECONOMIC STATUS, TECHNOLOGICAL ADVANCEMENT, URBAN ENVIRONMENT, WORKING WOMEN, INDUSTRIAL GERONTOLOGY, OLDER WORKERS, SECOND CAREERS
THE DOCUMENT OFFERS FOUR RESEARCH STUDIES DEALING WITH THE OLDER WORKER. THE FIRST STUDY, A PERSPECTIVE ON THE STATUS OF OLDER AMERICANS IN TODAYS JOB MARKET, GOES BEYOND THE ORDINARY STATISTICAL ANALYSES OF THE LABOR FORCE PARTICIPATION OF OLDER ADULTS, AND DEALS WITH AGE DISCRIMINATION BY EMPLOYERS AND EMPLOYMENT SERVICE OFFICES. ALSO DISCUSSED ARE THE FREQUENT HANDICAPS IMPOSED BY OLDER WORKERS THEMSELVES. THE SECOND MORE TECHNICAL STUDY, AGE AND MIGRATION FACTORS IN THE SOCIOECONOMIC CONDITIONS OF URBAN BLACK AND WHITE WOMEN, COMPARES THE LABOR FORCE STATUS AND GENERAL WELL-BEING OF OLDER AND YOUNGER WOMEN, AND DEALS WITH THE IMPACT OF URBAN SIZE. THE THIRD STUDY, THE EMERGING PATTERN OF SECOND CAREERS, CONSIDERS A NEWLY RECOGNIZED DIMENSION OF INDUSTRIAL GERONTOLOGY. INCREASED LONGEVITY, THE ECONOMY, AND TECHNOLOGICAL CHANGE ARE SEEN AS FACTORS AGGRAVATING THE PROBLEMS OF OLDER WORKERS. COMPARISONS BETWEEN OLDER CANDIDATES AND NONCANDIDATES FOR SECOND CAREERS AND SOCIAL-PSYCHOLOGICAL DIMENSIONS ARE DISCUSSED. THE FINAL STUDY, THE POTENTIAL ROLE OF BEHAVIORAL SCIENCE IN THE SOLUTION OF THE OLDER WORKER PROBLEM, REEXAMINES SOME MAJOR ISSUES OF POLICY AFFECTING THE OLDER WORKER, NOTING THAT THE GAP BETWEEN EDUCATIONAL ATTAINMENTS OF YOUNGER AND THE OLDER WORKERS HAS

(CONT.)
3363 NARROWED OVER THE PAST SEVERAL DECADES. (AUTHOR/MW)
ERIC: ED102392 W. E. UPJOHN INSTITUTE FOR EMPLOYMENT RESEARCH, 300 SOUTH WESTNEDGE AVE., KALAMAZOO, MICHIGAN 49007 ($1.25 PER COPY, REDUCTIONS FOR QUANTITY ORDERS)

3364 NEW PERSPECTIVES ON YOUTH UNEMPLOYMENT MAY 72
AMERICAN VOCATIONAL JOURNAL;47;5;53-59
EMPLOYMENT PROBLEMS, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, TEENAGERS, UNEMPLOYMENT, WORK ATTITUDES, YOUTH
THIS ARTICLE APPEARS IN MANPOWER RESEARCH VISIBILITY, A SUPPLEMENT TO AMERICAN VOCATIONAL JOURNAL. (MU)
ERIC: EJ057391

3365 NEW POTENTIAL OUTPUT ESTIMATES FOR ECONOMIC POLICY 1974
VONFURSTENBERG, G.M.
AMERICAN STATISTICAL ASSN PROCEEDINGS OF THE BUSINESS AND ECONOMICS STATISTICS SECTION, 1974, P. 186-195. BIBLIOG. 24
ECONOMICS, GNP, LABOR FORCE, POLICY, QUANTITATIVE METHODS, REGRESSION ANALYSIS, UNEMPLOYMENT
UNEMPLOYMENT AND GNP ARE ESTIMATED BY REGRESSION SMOOTHING OF PREVIOUS YEARS FOR 1975 AND 1976. LABOR FORCE PARTICIPATION AND POTENTIAL PRODUCTIVITY ARE INCLUDED.
MGMT: AS874S0186

3366 NEW PRIORITIES IN TRAINING: A GUIDE FOR INDUSTRY. 69
BIENVENU, BERNARD J.
NOTES: 206P.
ANXIETY, DISADVANTAGED GROUPS, EMPLOYMENT QUALIFICATIONS, GUIDELINES, INDUSTRIAL TRAINING, LABOR UNIONS, NEGROES, ON THE JOB TRAINING, ORIENTATION, PROGRAM PLANNING, SUPERVISORY TRAINING, TRAINEES, TRAINING TECHNIQUES, VOCATIONAL RETRAINING, WORK ENVIRONMENT
MANAGEMENT SHOULD ELEVATE THE STATUS OF THE TRAINING FUNCTION AND REVISE THE PRIORITIES ASSIGNED TO IT. THE PROCESS OF TOTAL AND CONTINUOUS TRAINING CAN DEVELOP IN EMPLOYEES A SENSE OF SECURITY, INDEPENDENCE AND SELF-CONFIDENCE, A CONCEPTUAL VIEW, MULTIPLE SKILLS, AND A READINESS TO MAKE A CONTRIBUTION TO THE ORGANIZATION. ADMINISTRATIVE, INSTRUCTIONAL, AND SUPERVISORY GUIDELINES MAY OFFER RESTRUCTURING EMPLOYEE ORIENTATION, SUPERVISORY TRAINING, AND OTHER TYPES AND ASPECTS OF TRAINING. LABOR UNIONS SHOULD PARTICIPATE MORE FULLY IN TRAINING AND COMPANIES SHOULD MAKE GREATER USE OF CONSULTING SERVICES. THE TOTAL TRAINING CONCEPT CAN BE APPLIED IN RETRAINING DISPLACED WORKERS AND IN TRAINING, EDUCATING, AND MOTIVATING FOREIGN WORKERS AND CULTURALLY DISADVANTAGED PERSONS. (INCLUDED ARE TWO SAMPLE COURSE OUTLINES.) (LY)
ERIC: ED030803 AMERICAN MANAGEMENT ASSOCIATION, INC., 135 WEST 50TH ST., NEW YORK, N.Y. 10020 ($10.50).

3367 NEW REGIONAL AND METROPOLITAN REALITIES OF AMERICA 1977
STERNLIEB, G.; HUGHES, J.W.
JOURNAL OF THE AMERICAN INSTITUTE OF PLANNERS, VOL.43, NO.3, JULY 1977, P. 227-241. BIBLIOG. 8
CITIES, ECONOMICS, EMPLOYMENT, GROWTH, PLANNING, POPULATION, REGIONAL PLANNING
PLANNING FOR NEGATIVE OR DECLINING GROWTH REQUIRES AN AWARENESS OF REGIONAL SHIFTS IN POPULATION, EMPLOYMENT, AND INCOME SHIFTS IN METROPOLITAN-NONMETROPOLITAN AREAS AND CHANGES TAKING PLACE IN INTRAMETROPOLITAN DIFFERENTIALS.
MGMT: JAM77G0227

3368 NEW RESOURCES IN THE EMPLOYMENT SERVICE FOR COUNSELORS AND JOBSEEKERS DEC 72
ARCHER, MARY;ALSMUS, NORMA
VOCATIONAL GUIDANCE QUARTERLY;21;2;144-148
COUNSELORS, EMPLOYMENT SERVICES, INFORMATION SERVICES, JOB APPLICANTS, JOBS, OCCUPATIONAL INFORMATION, PERSONNEL DATA
ONE OF THE MODERN SOURCES OF UP-TO-DATE INFORMATION OFFERED BY THE EMPLOYMENT SERVICES IS THE COMPUTERIZED JOB BANK, WITHDRAWALS FROM WHICH MAY BE MADE BY JOBSEEKERS AND COUNSELORS. (AUTHOR)
ERIC: EJ070328

3369 THE NEW ROLE OF THE EMPLOYMENT SERVICE IN SERVING THE DISADVANTAGED. 05APR66
LEVINE, LOUIS
AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION, WASHINGTON, D.C.
NOTES: 13P.
DISADVANTAGED GROUPS, EMPLOYER ATTITUDES, EMPLOYMENT SERVICES, EMPLOYMENT TRENDS, GOVERNMENT ROLE, MANPOWER UTILIZATION, ROLE PERCEPTION, SPEECHES, VOCATIONAL COUNSELING, VOCATIONAL REHABILITATION, MANPOWER DEVELOPMENT AND TRAINING ACT, YOUTH OPPORTUNITY CENTERS
CHANGES IN MANPOWER GOALS AND OBJECTIVES, AND THE MEANS OF ACHIEVING THEM, HAS RESULTED IN A NEW ROLE FOR THE UNITED STATES EMPLOYMENT SERVICE. THE LOCAL EMPLOYMENT OFFICE IS NOW RESPONSIBLE FOR THE IMPLEMENTATION OF MANPOWER DEVELOPMENT AND TRAINING PROGRAMS AND FOR BETTER MANPOWER UTILIZATION. NEWLY ASSIGNED MANPOWER RESPONSIBILITIES WHICH THE EMPLOYMENT SERVICE HAS ABSORBED INCLUDE SERVING THE DISADVANTAGED AND IMPROVING EMPLOYABILITY. THE DISADVANTAGED INCLUDE THOSE WHOSE CULTURAL, EDUCATIONAL, PERSONAL, ECONOMIC, OR FAMILY BACKGROUND CHARACTERISTICS LIMIT THEIR PARTICIPATION IN THE JOB MARKET. THE TASK OF DISCOVERING AND IDENTIFYING DISADVANTAGED INDIVIDUALS MAY ENTAIL

(CONT.)

3369 SOME RELOCATION OF FACILITIES. STAFF TRAINING MUST NOW EMPHASIZE SOCIOECONOMIC FACTORS AS WELL AS PSYCHOLOGY. TO IMPROVE THE EMPLOYABILITY OF THE DISADVANTAGED, INDIVIDUALIZED SERVICES RATHER THAN MASS VOLUME TRANSACTIONS MUST BE EMPHASIZED. PROGRAMS PROVIDING SUCH SERVICES ARE DESCRIBED. THE EMPLOYMENT SERVICE MUST ASSESS THE EFFECTIVENESS OF ONGOING MANPOWER PROGRAMS. NEW EMPLOYMENT SERVICE APPROACHES ON THE EMPLOYER SERVICE FRONT INCLUDE WORKING WITH MANAGEMENT AND LABOR TO IMPROVE JOB TRAINING ACTIVITIES, TO CHANGE JOB REQUIREMENTS, TO WORK TOWARD JOB DEVELOPMENT, AND TO IMPROVE PLACEMENT PROCEDURES. THIS SPEECH WAS PRESENTED AT THE AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION CONVENTION, WASHINGTON, D.C., APRIL 5, 1966. (PS)
ERIC: ED013463

3370 NEW ROLES FOR PROFESSIONAL WOMEN: SKILLS FOR CHANGE 1976
HOOYMAN, N.R.; KAPLAN, J.S.
PUBLIC ADMINISTRATION REVIEW, VOL.36, NO.4, JULY/AUG 1976, P. 374-378. BIBLIOG. 20
CAREER DEVELOPMENT, HUMAN RESOURCE DEVELOPMENT, TRAINING AND DEVELOPMENT, UPPER MANAGEMENT, WOMEN, WOMEN IN BUSINESS
A TRAINING MODEL TO PROVIDE A MEANS OF LOWERING BARRIERS TO WOMENS PARTICIPATION IN UPPER-ECHELON, DECISION-MAKING PROCESSES. MODEL DEALS WITH VALUES, SKILLS AND KNOWLEDGE WITHIN INTERNAL, INTERPERSONAL AND ORGANIZATIONAL CONTEXTS.
MGMT: PAR76G0374

3371 NEW ROLES FOR YOUTH IN THE SCHOOL AND THE COMMUNITY. 74
NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC., NEW YORK, N.Y.
NOTES: 245P.
ACTION PROGRAMS (COMMUNITY), ACTIVITY LEARNING, COMMUNITY INVOLVEMENT, COMMUNITY PROGRAMS, COOPERATIVE PROGRAMS, CURRICULUM DEVELOPMENT, EDUCATIONAL ALTERNATIVES, PROGRAM DESCRIPTIONS, SCHOOL COMMUNITY PROGRAMS, SCHOOL COMMUNITY RELATIONSHIP, WORK EXPERIENCE PROGRAMS, YOUTH, YOUTH EMPLOYMENT, YOUTH OPPORTUNITIES, YOUTH PROGRAMS
THIS BOOK PROVIDES DESCRIPTIONS OF YOUTH INVOLVEMENT PROJECTS THAT HAVE MADE SIGNIFICANT CONTRIBUTIONS TO YOUNG PEOPLE, THEIR SCHOOLS, AND THEIR COMMUNITIES. EACH DESCRIPTION IS INTENDED TO PROVIDE INFORMATION FOR STARTING AND OPERATING SIMILAR YOUTH PROJECTS. THEY EXPLAIN HOW A PARTICULAR PROJECT BEGAN, MENTION THE IMPORTANT PROBLEMS ENCOUNTERED, AND INDICATE THE KIND OF SUPPORT NEEDED FOR OPERATING THE PROJECT. EACH CHAPTER HAS A SPECIAL FOCUS AND CONTAINS IN DEPTH DESCRIPTIONS OF THREE APPROPRIATE PROGRAMS AND SHORTER DESCRIPTIONS OF ADDITIONAL SUPPLEMENTARY PROJECTS. CHAPTER TOPICS INCLUDE (1) YOUTH AS CURRICULUM BUILDERS, (2) YOUTH AS TEACHERS, (3) YOUTH AS COMMUNITY MANPOWER, (4) YOUTH AS ENTREPRENEURS, (5) YOUTH AS COMMUNITY PROBLEM-SOLVERS, (6) YOUTH AS COMMUNICATORS, AND (7) YOUTH AS RESOURCES FOR YOUTH. THE FINAL CHAPTER OFFERS SUGGESTIONS ON HOW TO JUDGE QUALITY PROGRAMS, TIPS FOR GETTING A PROJECT STARTED, AND NECESSARY ADULT LEADERSHIP QUALITIES. (DE)
ERIC: ED106192 CITATION PRESS, A DIVISION OF SCHOLASTIC MAGAZINE, INC., 50 WEST 44TH STREET, NEW YORK, NEW YORK 10036 ($4.25)

3372 A NEW STRATEGY FOR JOB ENRICHMENT. TECHNICAL REPORT NO. 3. MAY 74
HACKMAN, J. RICHARD:AND OTHERS
YALE UNIV., NEW HAVEN, CONN. DEPT. OF ADMINISTRATIVE SCIENCES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.; OFFICE OF NAVAL RESEARCH, WASHINGTON, D.C.
NOTES: 39P.
CHANGE STRATEGIES, EMPLOYEE ATTITUDES, EMPLOYMENT POTENTIAL, EMPLOYMENT PROBLEMS, JOB DEVELOPMENT, JOB SATISFACTION, MANPOWER UTILIZATION, MOTIVATION TECHNIQUES, PERSONNEL MANAGEMENT, PERSONNEL NEEDS, PSYCHOLOGICAL NEEDS, WORK ATTITUDES, WORK SIMPLIFICATION
IN PRESENTING A NEW STRATEGY FOR REDESIGNING JOBS TO INCREASE THE WORK MOTIVATION AND SATISFACTION OF EMPLOYEES, THE PAPER EXAMINES A BASIC THEORY OF JOB MOTIVATION, A GROUP OF CORE DIMENSIONS OF JOBS WHICH CREATE THE CONDITIONS FOR SUCH INTERNAL MOTIVATION TO DEVELOP ON THE JOB, A SET OF DIAGNOSTIC TOOLS FOR EVALUATING JOBS AND PEOPLES REACTION TO THEM, FOR PINPOINTING EXACTLY WHAT ASPECTS OF SPECIFIC JOBS ARE MOST CRITICAL TO A SUCCESSFUL CHANGE ATTEMPT, AND A SET OF FIVE ACTION STEPS TO INCREASE EMPLOYEE MOTIVATION, SATISFACTION, AND PRODUCTIVITY. THE FIVE IMPLEMENTING CONCEPTS ARE (1) FORMING NATURAL WORK UNITS, (2) COMBINING TASKS, (3) ESTABLISHING CLIENT RELATIONSHIPS, (4) VERTICAL LOADING, AND (5) OPENING FEEDBACK CHANNELS. A JOB ENRICHMENT PROJECT CONDUCTED AT THE TRAVELERS INSURANCE COMPANIES IS SUMMARIZED TO ILLUSTRATE PRACTICAL APPLICATIONS OF THE CHANGE PROCEDURES. (MM)
ERIC: ED099631

3373 THE NEW SWEDISH GYMNASIAL SCHOOL SPR 71
WESTERN EUROPEAN EDUCATION:3:1:8-18
COMPARATIVE EDUCATION, COMPREHENSIVE HIGH SCHOOLS, CURRICULUM DEVELOPMENT, EDUCATIONAL STRATEGIES, GENERAL EDUCATION, SECONDARY EDUCATION, VOCATIONAL EDUCATION, SWEDEN
NEW REFORMS IN EDUCATIONAL POLICIES PROVIDE A MORE COMPREHENSIVE AND FLEXIBLE CURRICULUM TO NARROW THE GAP BETWEEN ACADEMIC AND TRADE SCHOOLS FORMERLY COMPRISING THE SWEDISH SCHOOL SYSTEM. (JB)
ERIC: EJ045747

3374 NEW TECHNIQUES IN COMBATTING DISCRIMINATION IN WHITE COLLAR OCCUPATIONS THE HIGHER EMPLOYMENT ACHIEVEMENT PROGRAM OF HOUSTON 1973
TILLMAN, MARBEL GORDON
HOUSTON AREA URBAN LEAGUE, TEX.
CONTRACT NO. DL-82-36-71-35

(CONT.)

3374 NOTES: 42P
EMPLOYMENT, DISCRIMINATION, MANPOWER UTILIZATION, TEXAS, JOB OPPORTUNITIES, HOUSTON(TEXAS), WHITE COLLAR WORKER, EMPLOYER RELATIONS, MINORITY GROUPS, OMPER
THE OBJECTIVE OF THE HIGHER EMPLOYMENT ACHIEVEMENT PROGRAM OF HOUSTON WAS TO PROMOTE THE SUCCESSFUL PLACEMENT OF AT LEAST ONE HUNDRED MINORITY WORKERS IN ECONOMICALLY AND WORK-REWARDING PROFESSIONAL, WHITE COLLAR, AND TECHNICAL POSITIONS DURING THE FIFTEEN MONTH PROJECT PERIOD. THE REPORT COVERS IDENTIFICATION OF TARGET EMPLOYERS WITH PARTICULAR REFERANCE TO DISCRIMINATORY WHITE COLLAR EMPLOYMENT RECORDS, THE RECRUITMENT OF MINORITY APPLICANTS, WITH FOCUS ON COLLEGE GRADUATES, FACE-TO-FACE NEGOTIATION WITH EMPLOYERS AT AN EXECUTIVE LEVEL, AND THE REFERRAL AND TRACKING OF APPLICANTS.
NTIS: PB-220 403/0 NTIS PRICES PC$3.00/MF$0.95

3375 NEW TECHNOLOGY IN EDUCATION: SELECTED REFERENCES. SEP 71
LIBRARY OF CONGRESS, WASHINGTON, D.C. CONGRESSIONAL RESEARCH SERVICE. CONGRESS OF THE U.S., WASHINGTON, D.C. HOUSE COMMITTEE ON SCIENCE AND ASTRONAUTICS.
NOTES: 146P.
AUDIOVISUAL AIDS, BIBLIOGRAPHIES, COMPUTER ASSISTED INSTRUCTION, CONSORTIA, DISADVANTAGED YOUTH, EDUCATIONAL CHANGE, EDUCATIONAL FACILITIES, FILMS, HANDICAPPED CHILDREN, HIGHER EDUCATION, INDEPENDENT STUDY, INDIVIDUALIZED INSTRUCTION, INSTRUCTIONAL IMPROVEMENT, INSTRUCTIONAL MEDIA, INSTRUCTIONAL TECHNOLOGY, RADIO, SIMULATION, STANDARDS, SYSTEMS APPROACH, TEACHING METHODS, TEAM TEACHING, TELEVISION, VOCATIONAL EDUCATION
THE DEFINITION OF INSTRUCTIONAL TECHNOLOGY USED IN THIS BIBLIOGRAPHY IS BASED ON THE DEFINITION USED BY THE REPORT OF THE COMMISSION ON INSTRUCTIONAL TECHNOLOGY, TO IMPROVE LEARNING. INSTRUCTIONAL TECHNOLOGY IN THIS SENSE IS NOT CONFINED TO THE USE OF SPECIFIC MEDIA, BUT ALSO INCLUDES SYSTEMATIC APPROACHES TO THE USE OF HUMAN AND NON-HUMAN RESOURCES TO BRING ABOUT MORE EFFECTIVE INSTRUCTION. THE MATERIAL CITED INCLUDES BOOKS, ARTICLES, MONOGRAPHS, AND REPORTS PUBLISHED SINCE 1960, WITH EMPHASIS ON MATERIALS PUBLISHED SINCE 1965. THE BIBLIOGRAPHY IS DIVIDED INTO THREE PARTS. PART ONE CONTAINS CITATIONS RELATING TO ISSUES, PROBLEMS, AND FUTURE USES OF EDUCATIONAL TECHNOLOGY IN GENERAL. PART TWO CONTAINS REFERENCES TO THE VARIOUS USES OF A VARIETY OF SPECIFIC MEDIA. PART THREE CITES ALTERNATIVE METHODS TO THE ORGANIZATION OF INSTRUCTION. (JY)
ERIC: ED056436

3376 NEW THRUSTS IN VOCATIONAL EDUCATION. MAR 71
NATIONAL CENTER FOR EDUCATIONAL RESEARCH AND DEVELOPMENT (DHEW/OE), WASHINGTON, D.C.
NOTES: 26P.
CURRICULUM DEVELOPMENT, DROPOUT PREVENTION, DROPOUT REHABILITATION, INDIVIDUALIZED INSTRUCTION, INDUSTRIAL ARTS, JOB SKILLS, JOB TRAINING, MILITARY TRAINING, OCCUPATIONAL HOME ECONOMICS, PRODUCTION TECHNIQUES, PROGRAM COORDINATION, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, SKILL DEVELOPMENT, VOCATIONAL EDUCATION, IACP, INDUSTRIAL ARTS CURRICULUM PROJECT, PROJECT ABLE
INTENDED FOR SCHOOL ADMINISTRATORS, EDUCATORS, AND THE LAY PUBLIC, THIS PUBLICATION DESCRIBES FIVE INNOVATIVE AND EFFECTIVE VOCATIONAL EDUCATION PROGRAMS DEVELOPED WITH SUPPORT FROM THE U.S. OFFICE OF EDUCATION IN RESPONSE TO A LOCAL PROBLEM. THE PROGRAMS, EACH REQUIRING THE COORDINATED EFFORT OF COMMUNITY GROUPS AND LEADERS ARE (1) INDUSTRIAL ARTS CURRICULUM PROJECT, WHICH HAS BEEN RESPONSIBLE FOR IMPLEMENTING A 2-YEAR INDUSTRIAL ARTS CURRICULUM EMPHASIZING THEORY, OPERATION, AND NECESSITY OF MODERN PRODUCTION METHODS IN MORE THAN 300 SCHOOLS IN ALL 50 STATES, (2) A VOCATIONAL HOME ECONOMICS COURSE FOR DISADVANTAGED YOUTH THAT EMPHASIZES PREPARATION FOR THE DUAL ROLE OF WAGE EARNER AND HOMEMAKER, (3) THE WORK OPPORTUNITY CENTER WHICH PROVIDES JOB SKILLS AND BASIC EDUCATION AND PERSONAL DEVELOPMENT TRAINING FOR DROPOUTS AND POTENTIAL DROPOUTS, (4) PROJECT ABLE WHICH IS AN INDIVIDUALIZED INSTRUCTIONAL SYSTEM THAT ALLOWS THE STUDENT TO MOVE FROM ONE SKILL LEVEL TO THE NEXT AT HIS OWN PACE, AND (5) AN EXPERIMENT WHICH DEMONSTRATED THAT U.S. AIR FORCE COURSES AND TEACHING MATERIALS COULD BE ADOPTED TO THE PUBLIC SCHOOL SYSTEM. (SB)
ERIC: ED059374 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NO. 1780-0777: HE 5.280 80074, $.35)

3377 NEW TYPES OF OUT-OF-SCHOOL EDUCATION COMBINED TEACHING SYSTEMS. 68
COUNCIL OF EUROPE, STRASBOURG (FRANCE). COUNCIL FOR CULTURAL COOPERATION.
NOTES: 96P.
ADULT EDUCATION PROGRAMS, CORRESPONDENCE STUDY, EDUCATIONAL TECHNOLOGY, EDUCATIONAL TELEVISION, EXPERIMENTAL PROGRAMS, NATIONAL PROGRAMS, TEACHING METHODS, TELEVISION, ENGLAND, EUROPE, FEDERAL REPUBLIC OF GERMANY, FRANCE, ITALY, NETHERLANDS
THIS PUBLICATION INCLUDES DISCUSSION OF THE USE OF COMBINED TEACHING SYSTEMS (AND MOST SPECIFICALLY TELEVISION) IN VARIOUS EUROPEAN ADULT EDUCATION PROGRAMS. BRIEF REPORTS ARE INCLUDED ON SEVERAL PROGRAMS (GENERAL AND TECHNICAL EDUCATION, AND ARTS AND LETTERS COURSES, IN FRANCE: LITERACY IN ITALY: AND VARIOUS TELEVISED COURSES IN NETHERLANDS AND ENGLAND). SOME COMMENTS ARE MADE ON RESEARCH AND PROBLEM-SOLVING YET TO BE UNDERTAKEN. THREE LENGTHY APPENDIXES PROVIDE MORE EXTENSIVE MATERIAL ON THREE SPECIFIC PROGRAMS EDUCATIONAL TELEVISION IN RURAL AREAS IN FRANCE: THE TELEKOLLEG PROGRAM IN THE FEDERAL REPUBLIC OF GERMANY: AND THE UNIVERSITY OF NOTTINGHAMS EXPERIMENT WITH TEACHING ECONOMICS BY A COMBINATION OF TELEVISION, CORRESPONDENCE, AND FACE TO FACE TEACHING IN ENGLAND. (MF)
ERIC: ED038598

3378 NEW V I E W: VOCATIONAL INTERNSHIP EDUCATION FOR WOMEN. FEB 76
DAVIDSON, S. H.;SHOENHAIR, MARGARET T.
FOOTHILL-DE ANZA COMMUNITY COLL. DISTRICT, LOS ALTOS HILLS, CALIF. CARNEGIE CORP. OF NEW YORK, N.Y.; NATIONAL AERONAUTICS AND SPACE ADMINISTRATION, MOUNTAIN VIEW, CALIF. AMES RESEARCH CENTER.
NOTES: 22P.
COMMUNITY COLLEGES, COUNSELING PROGRAMS, EMPLOYER ATTITUDES, ENTRY WORKERS, FEMALES, INTERNSHIP PROGRAMS, JOB TRAINING, JUNIOR COLLEGES, SELF ESTEEM, TECHNICAL EDUCATION, TECHNICAL OCCUPATIONS, WOMENS EDUCATION, WORK EXPERIENCE PROGRAMS, WORKING WOMEN
NEW VIEW (THE NEW VOCATIONAL EDUCATION FOR WOMEN PROGRAM) IS AN EDUCATIONAL EXPERIMENT UNDERTAKEN BY THE FOOTHILL-DE ANZA COMMUNITY COLLEGE DISTRICT, DESIGNED TO HELP MATURE WOMEN ENTERING THE LABOR FORCE PREPARE FOR, AND ACQUIRE, RESPONSIBLE CAREERS. OBJECTIVES OF THE PROGRAM ARE TO RAISE EACH STUDENTS LEVEL OF CONFIDENCE AND COMPETENCE, PREPARE EACH FOR EMPLOYMENT IN TECHNICAL CAREERS, AND TO PROMOTE POSITIVE ATTITUDES OF LEADERS IN BUSINESS, GOVERNMENT, AND EDUCATION TOWARD WOMENS CAREER ASPIRATIONS. PROGRAM PARTICIPANTS ARE ASSIGNED TO ONE-YEAR PAID INTERNSHIPS IN TECHNICAL FIELDS AT NASA/AMES RESEARCH CENTER FOR 20 HOURS PER WEEK. IN ADDITION, THEY TAKE AT LEAST TWO ACADEMIC COURSES EACH QUARTER WHICH RELATE TO THEIR ACADEMIC CAREER GOALS, AND PARTICIPATE IN INDIVIDUAL AND GROUP COUNSELING, TESTING, AND EVALUATION ACTIVITIES. DURING THE FINAL QUARTER OF THE PROGRAM, GROUP MEETINGS FOCUS ON CAREER PLANNING AND JOB-FINDING STRATEGIES. THE INITIAL NEW VIEW GROUP OF 19 WOMEN WERE SELECTED FOR THEIR TECHNICAL BACKGROUNDS. ELEVEN HAD BACHELOR DEGREES AND ONE HAD A MASTERS DEGREE. AVERAGE AGE WAS 34. PLANS ARE UNDERWAY TO EXTEND THE NEW VIEW MODEL TO WOMEN WITH BACKGROUNDS IN THE LIBERAL ARTS AND SOCIAL SCIENCES. (NHM)
ERIC: ED119789

3379 NEW VOCATIONAL PATHWAYS FOR THE MENTALLY RETARDED. 66
CIMICHAEL, SALVATORE G.
AMERICAN REHABILITATION COUNSELING ASSOCIATION, WASHINGTON, D.C.
NOTES: 56P.
CONFERENCE REPORTS, CULTURAL FACTORS, FOLLOWUP STUDIES, FOREIGN COUNTRIES, LONGITUDINAL STUDIES, MENTALLY HANDICAPPED, POLITICAL INFLUENCES, PREDICTIVE MEASUREMENT, VOCATIONAL ADJUSTMENT, VOCATIONAL EDUCATION, VOCATIONAL REHABILITATION, WORK EXPERIENCE PROGRAMS, ABRAHAM JACOBS MEMORIAL SYMPOSIUM, AMERICAN REHABILITATION COUNSELING ASSOCIATION
THE FOCUS OF THE ABRAHAM JACOBS MEMORIAL SYMPOSIUM WAS THE REHABILITATION OF THE MENTALLY RETARDED. IN PREDICTIVE STUDIES OF VOCATIONAL ADJUSTMENT, HENRY V. COBB AND SHIRLEY EPIR DISCUSS (1) THE HISTORY OF TREATMENT OF THE RETARDED IN THE UNITED STATES, (2) PROBLEMS IN PREDICTIVE RESEARCH WITH THE RETARDED, AND (3) DIFFICULTIES IN THE APPLICATION OF RESEARCH FINDINGS. IN VOCATIONAL PREPARATION OF THE RETARDED DURING SCHOOL YEARS, EVELYN DENO PRESENTS IMPLICATIONS FOR SCHOOL PLANNING DISCOVERED IN A RESEARCH AND DEMONSTRATION PROJECT WITH THE MINNEAPOLIS PUBLIC SCHOOLS. TWO IMPLICATIONS CITED ARE (1) THE CURRICULUM AND METHODS USED IN THE CONVENTIONAL SPECIAL-CLASS PROGRAM NEED TO BE REDESIGNED, AND (2) MORE SERVICE OPTIONS SHOULD BE PROVIDED BECAUSE OF DIVERSITY OF NEEDS AMONG SCHOOL-AGE RETARDED. IN WORK-STUDY PROGRAMS FOR THE MENTALLY HANDICAPPED, MERLE B. KARNES DESCRIBES A CHAMPAIGN, ILLINOIS, PROGRAM WITH CLASSES AT THE ELEMENTARY, JUNIOR HIGH, AND SENIOR HIGH LEVELS. IN LONGITUDINAL FOLLOW-UP STUDIES OF COMMUNITY ADJUSTMENT, DON C. CHARLES DISCUSSES THE USEFULNESS OF LONGITUDINAL RESEARCH WITH THE MENTALLY RETARDED. IN KEY POLITICAL AND CULTURAL FACTORS INFLUENCING SERVICES FOR THE RETARDED IN WESTERN EUROPE AND THE UNITED STATES, DAVID D. KOMISAR COMPARES PROGRAMS IN OTHER COUNTRIES WITH THOSE IN THE UNITED STATES. (CH)
ERIC: ED026778 AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION, 1607 NEW HAMPSHIRE AVE., N.W., WASHINGTON, D.C. 20009 ($1.00).

3380 NEW WORKERS IN THE BANKING INDUSTRY A MINORITY REPORT. JUN 70
CORWIN, R. DAVID
NEW YORK UNIV., N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 138P.
BANKING, CAREER OPPORTUNITIES, EMPLOYMENT OPPORTUNITIES, ENTRY WORKERS, MANPOWER UTILIZATION, MINORITY GROUPS, NEGRO EMPLOYMENT, OCCUPATIONAL MOBILITY, PROMOTION (OCCUPATIONAL), SPANISH AMERICANS, WHITE COLLAR OCCUPATIONS, NEW YORK CITY
TO INVESTIGATE THE EFFECTS OF THE EMPLOYMENT POLICIES AND PRACTICES OF NEW YORK CITY BANKS UPON MINORITY EMPLOYMENT, SIX BANKS WERE SELECTED ON THE BASIS OF THEIR HIGHER THAN AVERAGE MINORITY GROUP EMPLOYMENT. NEARLY 200 INTERVIEWS WERE CONDUCTED WITH BANK PERSONNEL, INCLUDING POLICY FORMULATORS, POLICY EXECUTORS, AND LOWER LEVEL PERSONNEL. THESE NONSTRUCTURED INTERVIEWS, EACH OF WHICH WAS SHAPED ACCORDING TO THE PERSON INTERVIEWED, WERE SUPPLEMENTED BY DATA COLLECTED INDEPENDENTLY BY A FEW OF THE BANKS. THE RESULTS SHOW THAT MANY MINORITY WORKERS HAVE BEEN EMPLOYED RECENTLY, BUT WITH QUITE LIMITED UPGRADING AND CAREER MOBILITY. EQUAL PROMOTION OPPORTUNITIES WILL REQUIRE THE COMPLETE DEDICATION OF MANAGEMENT, WITH PROMOTION FROM WITHIN, ACCOMPANIED BY THE NECESSARY TRAINING TO PROVIDE CAREER OPPORTUNITIES FOR ENTRY MINORITY WORKERS. RECOMMENDATIONS INCLUDE (1) ESTABLISHING AN INTERNSHIP PROGRAM PROVIDING COLLEGE TUITION PLUS A SALARY FOR PART TIME EMPLOYMENT AND FULL TIME SUMMER EMPLOYMENT, AND (2) PROVIDING A VARIETY OF SERVICES SUCH AS DAY CARE, LEGAL, AND MEDICAL SERVICES FOR EMPLOYEES. (SH)
ERIC: ED048454

3381 NEW YORK IS REALLY SOMETHING DIFFERENT 1976
DETORRES, J.
CONFERENCE BOARD RECORD, VOL.13, NO.1, JAN 1976, P. 2-7.
CITIES, ECONOMIC PLANNING, ECONOMICS, EFFICIENCY, FINANCE, GOVERNMENT INTERVENTION, HOUSING, LABOR UNIONS, POPULATION, POVERTY, PUBLIC WELFARE, SERVICE DEPARTMENT, UNEMPLOYMENT
ARGUES THAT NEW YORKS FINANCIAL SITUATION IS NOT NECESSARILY A RESULT OF WASTE AND INEFFICIENCY AND COMPARES IT TO SEVERAL OTHER CITIES CONCLUDING THAT ITS SIZE MAKES IT DIFFERENT. STRESSES THE IMPORTANCE OF LOCAL GOVERNMENTS PUTTING TOP PRIORITY ON ECONOMIC PLANNING AND DEVELOPMENT.
MGMT: C3R76A0002

3382 THE NEW YORK PUERTO RICAN PATTERNS OF WORK EXPERIENCE. POVERTY AREA PROFILES. REGIONAL REPORTS BEDFORD-STUYVESANT: CENTRAL HARLEM: EAST HARLEM: SOUTH BRONX. NUMBER 19. MAY 71
BRAND, HORST
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 67P.
DEPRESSED AREAS (GEOGRAPHIC), ECONOMIC DISADVANTAGEMENT, INCOME, OCCUPATIONAL SURVEYS, PUERTO RICANS, SOCIOECONOMIC STATUS, STATISTICAL DATA, UNEMPLOYMENT, URBAN AREAS, WORK EXPERIENCE
THIS IS THE THIRD IN A SERIES OF ANALYTICAL REPORTS ON FINDINGS IN 1968-69 OF THE URBAN EMPLOYMENT SURVEY. THE SURVEY WAS DESIGNED TO DEVELOP INFORMATION ON EMPLOYMENT, UNEMPLOYMENT, AND WORK-RELATED PROBLEMS OF THE WORKING-AGE POPULATION RESIDING IN THE MAJOR POVERTY AREAS OF SEVERAL LARGE CITIES. THE PRESENT REPORT FOCUSES ON THE LABOR MARKET EXPERIENCE AND ECONOMIC STATUS OF PUERTO RICANS IN NEW YORK CITYS POVERTY AREAS. PARTICULAR CONCERN ATTACHES TO THE FINDINGS THAT THE INCOMES OF PUERTO RICANS WERE LOWER THAN THOSE OF NEGROES OR WHITES: THAT THEY HAD THE HIGHEST UNEMPLOYMENT RATE: AND THAT MANY OTHER INDICATORS OF THEIR SOCIAL AND ECONOMIC STATUS WERE UNFAVORABLE. (AUTHOR/DM)
ERIC: ED053226

3383 NEW YORKS AUTOMATED BLOODHOUND NOV 70
WINICK, ARTHUR
MANPOWER:2:11:7-9
DISADVANTAGED GROUPS, ELECTRONIC DATA PROCESSING, EMPLOYMENT OPPORTUNITIES, JOB DEVELOPMENT, JOB PLACEMENT, LABOR MARKET
DESCRIBES NEW YORKS EXPERIENCE WITH COMPUTERIZED JOB MATCHING AND DEMONSTRATES ITS VALUE IN SEVERAL CASE STUDIES. (BH)
ERIC: EJ028193

3384 NEW YORKS RECOVERY TRAILS THE NATIONS 1976
BUSINESS WEEK, NO.2429, APRIL 16, 1976, P. 39-40.
CITIES, ECONOMIC FORECAST, ECONOMIC RECOVERY, ECONOMIC TRENDS, ECONOMICS, FINANCIAL ANALYSIS, INFLATION, JOB DEVELOPMENT, LABOR FORCE, REAL ESTATE, RETAIL INDUSTRY, SALES VOLUME, TAX
THE NATIONAL ECONOMIC RECOVERY APPARENTLY HAS NOT ALLEVIATED NEW YORK CITYS PROBLEMS AS THE RETAIL SALES BRINGING IN TAX REVENUE INCREASED ONLY 3 1/2% FOR THE YEAR ENDING IN DECEMBER WHILE THE SURGE FOR THE NATION WAS 16%.
MGMT: BWE7602639

3385 THE NEWARK TEACHERS STRIKE 1974
BARBARO, F.
JOURNAL OF COLLECTIVE NEGOTIATIONS IN THE PUBLIC SECTOR, VOL.3, NO.4, FALL 1974, P. 345-361. BIBLIOG. 12
ARBITRATION, CITIES, COLLECTIVE BARGAINING, DISCRIMINATION, INDUSTRIAL RELATIONS, LABOR UNIONS, PUBLIC SECTOR, STRIKE, TEACHING
EXAMINES THE IMPLICATIONS OF THE NEWARK TEACHERS STRIKE ON THE EMERGENCE OF NEW RACIAL POWER POSITIONS I. THE COUNTRYS LARGER CITIES.
MGMT: JCN74P0345

3386 NEWFOUNDLAND BANKS ON NEW ENERGY SOURCES 1975
CANADIAN BUSINESS MAGAZINE, VOL.48, NO.5, MAY 1975, P. 13-18.
CANADA, ECONOMIC GROWTH, ECONOMICS, ENERGY, INVESTMENT, MINING, TRANSPORTATION, UNEMPLOYMENT, UTILITIES
DISCUSSION OF THE NATURAL RESOURCE WEALTH AND AN OUTLOOK OF ECONOMIC GROWTH FOR THE CANADIAN PROVINCE OF NEWFOUNDLAND.
MGMT: C3M75E0013

3387 NEWSREEL. 16MM DOCUMENTARY FILM CATALOG 1972-1973. 73
NEWSREEL, SAN FRANCISCO, CALIF.
NOTES: 44P.
ACTIVISM, CATALOGS, DISADVANTAGED GROUPS, DISCRIMINATORY ATTITUDES (SOCIAL), DOCUMENTARIES, FEMINISM, FILMS, LABOR PROBLEMS, MILITARY PERSONNEL, SOCIAL CHANGE, THIRD WORLD PEOPLES
NEWSREEL, A GROUP OF INDEPENDENT FILMMAKING AND DISTRIBUTION ORGANIZATIONS AROUND THE COUNTRY, HAS MADE OVER 60 DOCUMENTARIES IN CONJUNCTION WITH GRASS-ROOTS ORGANIZERS TO SERVE AS CATALYSTS FOR SOCIAL CHANGE. FILMS ARE LISTED UNDER TOPICS SUCH AS THE STUDENT MOVEMENT, THE G.I. MOVEMENT, WOMEN, LABOR STRUGGLES, AND THIRD WORLD STRUGGLES IN THE

(CONT.)
3387 UNITED STATES AND ELSEWHERE. A BRIEF DESCRIPTION OF THE CONTENT OF EACH FILM IS PROVIDED, AS WELL AS ITS DATE, RUNNING TIME, AND OTHER APPLICABLE INFORMATION. PRICES FOR RENTAL OR SALE OF THE FILMS ARE APPENDED. (SH)
ERIC: ED079933 SAN FRANCISCO NEWSREEL, 630 NATOMA STREET, SAN FRANCISCO, CALIFORNIA 94103

3388 NO ONE UNDER 60 NEED APPLY AUG 70
MANPOWER:2:8:25-32
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, JOB PLACEMENT, OLDER ADULTS, VOCATIONAL COUNSELING, OVER 60 COUNSELING AND EMPLOYMENT SERVICE
ERIC: EJ024244

3389 NO QUICK TURNAROUND ON JOBS 1975
BUSINESS WEEK, NO.2364, JAN 20, 1975, P. 18-19.
ECONOMIC FORECAST, ECONOMICS, LABOR FORCE, LABOR MARKET, RECESSION, UNEMPLOYMENT, WOMEN IN BUSINESS
ANALYZES THE RATHER LIMITED PROSPECTS FOR A DECREASE IN UNEMPLOYMENT.
MGMT: BWE75A2018-1

3390 NO WELCOME MAT FOR UNIONS IN THE SUNBELT 1976
BUSINESS WEEK, NO.2432, MAY 17, 1976, P. 108-111.
AFL-CIO, BOYCOTT, COLLECTIVE BARGAINING, ECONOMIC FORECAST, INDUSTRIAL RELATIONS, INDUSTRY ANALYSIS, LABOR FORCE, LABOR LAW, LABOR RELATIONS, MERGER, MINORITIES, TEXTILE INDUSTRY, UNIONS, WAGES
UNIONS ARE FINDING A COOL RECEPTION IN THE SOUTH AS INDUSTRY MIGRATES AND THE AFL-CIO PLANS ATTEMPTING BREAKTHROUGHS IN SELECTED AREAS. SOME UNIONISTS FEEL PROSPECTS ARE IMPROVING WITH BLACKS FLOODING INTO THE LABOR FORCE, AND PEOPLE GETTING SMARTER ECONOMICALLY.
MGMT: BWE76E1748

3391 THE NO-GROWTH CASE 1976
SHIMOMURA, O.
INSTITUTIONAL INVESTOR, INTERNATIONAL EDITION, NOV 1976, P. 79.
CAPITAL EXPENDITURE, ECONOMIC FORECAST, ECONOMIC GROWTH, ECONOMIC TRENDS, ECONOMICS, ENERGY, FINANCE, GNP, INFLATION, JAPAN, OIL, UNEMPLOYMENT, WAGES
JAPAN MUST REDUCE ITS ECONOMIC SCALE TO ONE FAR SMALLER THAN THAT WHICH EXISTED BEFORE THE OIL CRISIS. JAPANESE INDUSTRY AS A WHOLE IS SUFFERING FROM EXCESSIVE STOCKPILES OF BOTH MATERIALS AND FINISHED PRODUCTS. CONTINUOUS WAGE INCREASES ARE A SERIOUS THREAT TO THE ECONOMY.
MGMT: III76K0079

3392 NOME EXPERIMENTAL AND DEMONSTRATION MANPOWER PROJECT. FINAL REPORT. 66
NOTES: 161P.
COOPERATIVES, COUNSELING SERVICES, CULTURALLY DISADVANTAGED, DISADVANTAGED GROUPS, ECONOMICALLY DISADVANTAGED, EDUCATIONALLY DISADVANTAGED, EMPLOYMENT PROBLEMS, EXPERIMENTAL PROGRAMS, FEDERAL PROGRAMS, INDIGENOUS PERSONNEL, ITINERANT TEACHERS, JOB DEVELOPMENT, MANPOWER DEVELOPMENT, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, RECRUITMENT, RURAL EDUCATION, STUDENT CHARACTERISTICS, VOCATIONAL EDUCATION, VOCATIONAL SCHOOLS, ALASKA, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, MDTA PROGRAMS
DURING THE FIRST PHASE OF THIS PROJECT, FROM JUNE 1964 TO NOVEMBER 1965, THE EFFECTIVENESS AND FEASIBILITY OF CENTRALIZED TRAINING IN OFFSETTING THE EMPLOYMENT PROBLEMS OF RURAL ALASKA WERE TESTED. RECRUITMENT WAS HANDLED THROUGH MAIL CONTACTS WITH VILLAGE COUNCILS AND SUBSEQUENT RECRUITMENT TRIPS TO THE VILLAGES. TRAINING AT A STATE VOCATIONAL SCHOOL WAS AIMED TO PREPARE PARTICIPANTS FOR JOBS AS AIRPORT SERVICEMEN, DESIGNER-CRAFTSMEN, MAINTENANCE MECHANICS, AND SURVEY INSTRUMENTMEN, AND COUNSELING WAS UNDERTAKEN CONCURRENTLY WITH TRAINING. OF THE 217 ENROLLEES, THERE WERE 127 GRADUATES OF WHOM 49 WERE PLACED IN TRAINING-RELATED JOBS. RECOMMENDATIONS AT THE END OF THIS PERIOD INCLUDED A VOCATIONAL EDUCATION SYSTEM OF PRE-APPRENTICESHIP TRAINING IN THE TRADES, PRE-EMPLOYMENT TRAINING IN BUSINESS SKILLS, AND BASIC EDUCATION. DURING THE SECOND PHASE, NOVEMBER 1965 THROUGH JUNE 1966, THE SERVICES OF THE EARLIER PERIOD CONTINUED, AND COURSE OFFERINGS CHANGED AND EXPANDED SIGNIFICANTLY. OF THE 151 ENROLLEES, THERE WERE 97 GRADUATES OF WHOM 31 SECURED TRAINING-RELATED EMPLOYMENT. RECOMMENDATIONS WERE FOR MORE EFFECTIVE RELATIONSHIPS WITH EMPLOYERS AND LABOR UNIONS, COORDINATION OF GOVERNMENT EFFORTS, AND USE OF INDIGENOUS INSTRUCTORS IN FUTURE GOVERNMENT PROGRAMS. (JK)
AIM/ARM: VT002511

3393 NON-FORMAL EDUCATION AND THE ROLE OF WOMEN AND FAMILIES IN HUMAN RESOURCE DEVELOPMENT. TOPICAL ACQUISITIONS LIST NO. 4. JUL 76
MICHIGAN STATE UNIV., EAST LANSING.
NOTES: 32P.; PREPARED BY THE NON-FORMAL EDUCATION INFORMATION CENTER
BIBLIOGRAPHIES, CONFERENCES, ECONOMIC DEVELOPMENT, EDUCATIONAL PROGRAMS, EDUCATIONAL STRATEGIES, FAMILY (SOCIOLOGICAL UNIT), FEMALES, FOREIGN COUNTRIES, HUMAN RESOURCES, MANPOWER DEVELOPMENT, NONFORMAL EDUCATION, SEMINARS, SOCIAL STRUCTURE, WOMENS EDUCATION, WORKING WOMEN
THE REFERENCES IN THIS LISTING CAN BE DIVIDED INTO TWO MAIN CATEGORIES THOSE WHICH FOCUS ON THE RECOGNITION AND IDENTIFICATION OF WOMEN AS CRITICAL POTENTIAL HUMAN RESOURCES IN NATIONAL DEVELOPMENT, AND THOSE WHICH DESCRIBE AND EVALUATE NONFORMAL

(CONT.)

3393 EDUCATION PROGRAMS WHOSE PRIMARY CLIENTELE ARE WOMEN AND FAMILIES. EACH ITEM IS LISTED IN ALPHABETICAL ORDER UNDER ITS HEADING. MATERIALS CONTAINING INFORMATION RELEVANT TO MORE THAN ONE HEADING HAVE BEEN CROSS-REFERENCED. LISTINGS ARE DIVIDED INTO SEVEN SECTIONS (1) THE STATUS OF WOMEN IN SOCIETY; (2) WOMENS ROLE IN ECONOMIC DEVELOPMENT; (3) STRATEGIES FOR THE INTEGRATION OF WOMEN INTO DEVELOPMENT; (4) WOMEN AND EDUCATION; (5) NONFORMAL EDUCATIONAL TRAINING FOR WOMEN; (6) MASS MEDIA AND COMMUNICATION STRATEGIES; AND (7) CONFERENCES AND SEMINARS. (ML)
ERIC: ED132353

3394 THE NON-LINEAR SYSTEMS EXPERIMENT IN PARTICIPATIVE MANAGEMENT 1975
MALONE, E.L.
THE JOURNAL OF BUSINESS, VOL.48, NO.1, JAN 1975, P. 52-64.
ACCOUNTING, HUMAN RELATIONS, MANAGEMENT, MOTIVATION, ORGANIZATION STRUCTURE, PARTICIPATIVE MANAGEMENT, PRODUCTION, PRODUCTION CONTROL, PRODUCTION POLICY, PRODUCTIVITY, PROFIT, PROFITABILITY
AN EXAMINATION OF THE PARTICIPATIVE MANAGEMENT EXPERIMENT TRIED AT NON-LINEAR SYSTEMS, INC., FROM 1960-1965 IS INCONCLUSIVE AS TO ITS RESULTS BECAUSE OF THE LACK OF RECORDS. YET CERTAIN CONCLUSIONS MAY BE DRAWN AS TO ITS PRACTICALITY IN A COMPETITIVE MARKET.
MGMT: JBU75A0052

3395 NON-LINEAR SYSTEMS, INC.: AN EXPERIMENT IN PARTICIPATIVE MANAGEMENT THAT FAILED 1975
MALONE, E.L.
MANAGEMENT REVIEW, VOL.64, NO.7, JULY 1975, P. 36-43.
BEHAVIORAL SCIENCE, CREATIVITY, EFFICIENCY, HUMAN RELATIONS, HUMAN RESOURCE DEVELOPMENT, JOB SATISFACTION, LAYOFF, MANAGEMENT, MORALE, ORGANIZATION STRUCTURE, PARTICIPATIVE MANAGEMENT, PRODUCTIVITY, PROFIT PERFORMANCE, SALES VOLUME, TRAINING AND DEVELOPMENT, WAGES
DESCRIBES IN DETAIL THE PARTICIPATIVE MANAGEMENT PROGRAM ESTABLISHED IN NON-LINEAR SYSTEMS INCORPORATED AND ABANDONED FOUR YEARS LATER, DUE TO THE LOSS OF PROFITABILITY RESULTING FROM DECREASED EXECUTIVE PRODUCTIVITY AND DROP IN SALES VOLUME.
MGMT: MRE75G0036

3396 NONPARTICIPATION IN THE LABOR FORCE BLACK-WHITE COMPARISONS. 71
HARRETT, CORA BAGLEY;WALKER, LEWIS
WESTERN MICHIGAN UNIV., KALAMAZOO.
NOTES: 19P.; PAPER PRESENTED AT AMERICAN SOCIOLOGICAL ASSOCIATION CONVENTION, DENVER, COLO., AUGUST 30 - SEPTEMBER 2, 1971
ECONOMIC FACTORS, EMPLOYMENT OPPORTUNITIES, JOB APPLICANTS, LABOR FORCE, NEGROES, PHYSICAL HEALTH, RACE, UNEMPLOYMENT
MORE SPECULATION THAN INFORMATION EXISTS ON THE REASONS LARGE SEGMENTS OF THE POPULATION ARE OUTSIDE THE LABOR FORCE, I.E., NEITHER WORKING NOR LOOKING FOR WORK. ONE ARGUMENT SET FORTH IS THAT MANY BLACKS ARE NOT LABOR FORCE PARTICIPANTS BECAUSE THEY HAVE GIVEN UP THE SEARCH: THEY DO NOT BELIEVE JOBS ARE AVAILABLE. THE RESULT IS HIDDEN UNEMPLOYMENT, OR UNEMPLOYMENT WHICH STUDIES FOCUSING ON THE CIVILIAN LABOR FORCE DO NOT CONSIDER. THE SPECULATIONS PERSIST BECAUSE OF THE ABSENCE OF NATIONAL DATA ON LABOR FORCE NONPARTICIPANTS. THE BUREAU OF LABOR STATISTICS HAS RECENTLY PUBLISHED THE KIND OF DATA WHICH COULD REPLACE GUESSWORK WITH FACT. USING THOSE DATA, THE AUTHORS HAVE ANALYZED THE PROBLEM OF HIDDEN UNEMPLOYMENT. THEY COMPARE THE REASONS FOR NONPARTICIPATION AS THESE VARY BY RACE. THE RESULTS SUGGEST THAT THE EXPLANATIONS FOR NONPARTICIPATION ARE NOT GREATLY DIFFERENT FOR BLACKS AND WHITES. (AUTHOR)
ERIC: ED058596

3397 NONPAY WORK EXPERIENCE POTENTIAL VERSUS PROBLEMS DEC 75
COOK, JOHN E.
AMERICAN VOCATIONAL JOURNAL;50:9:21-2
WORK EXPERIENCE PROGRAMS, SALARIES, LEGAL PROBLEMS, EDUCATIONAL PROBLEMS, EMPLOYMENT PROBLEMS, VOCATIONAL EDUCATION, STUDENT ATTITUDES, EMPLOYER ATTITUDES
THE AUTHOR PRESENTS THE ADVANTAGES AND DISADVANTAGES OF A NONPAY WORK EXPERIENCE AND DECIDES THAT THE BENEFITS OUTWEIGHT THE HAZARDS. (AG)
ERIC: EJ132191

3398 THE NONPROFESSIONAL WORKER IN YOUTH EMPLOYMENT PROGRAMS . FEB 66
LESH, SEYMOUR
NEW YORK UNIV., N.Y. CENTER FOR THE STUDY OF UNEMPLOYED YOUTH
NOTES: 19P.
NONPROFESSIONAL PERSONNEL, YOUTH PROGRAMS, EMPLOYMENT PROGRAMS, RECRUITMENT, PERSONNEL SELECTION, SUPERVISION, ON THE JOB TRAINING
THE NONPROFESSIONAL IS DESCRIBED IN THIS PAPER AS A PERSON WHO COMES FROM THE SAME MILIEU AS THAT OF THE CLIENTS BEING SERVED BY THE PROGRAM. AS SUCH HE CAN COMMUNICATE WITH THOSE CLIENTS NOT RESPONSIVE TO PRESENT PROFESSIONAL TRAINING OR TECHNIQUES. HE WORKS AS A PART OF A TEAM WITH PROFESSIONALS, HAS AN OPPORTUNITY TO CONTRIBUTE TO POLICY MAKING, HAS A CAREER OPPORTUNITY WITHIN THE WORK HE IS DOING, AND IS CHOSEN WITHOUT REGARD TO ACADEMIC OR SIMILAR CRECENTIALS. THE ROLES OF NONPROFESSIONALS CAN ENHANCE THE WORK OF PROGRAMS BY FREEING PROFESSIONALS TO EXERCISE THEIR UNIQUE SKILLS MORE FULLY. SOME OF THE SPECIAL CHARACTERISTICS OF INDIGENOUS NONPROFESSIONALS WHICH MAKE THEM VALUABLE STAFF MEMBERS ARE DESCRIBED. SOME WAYS IN WHICH NONPROFESSIONALS MAY BE RECRUITED, SELECTED, TRAINED, AND SUPERVISED ARE SUGGESTED. A HIERARCHY OF NONPROFESSIONAL JOBS IS IDENTIFIED, EACH WITH A DIFFERENT LEVEL OF RESPONSIBILITY AND

(CONT.)
3398 CONCOMITANT REMUNERATION. (PS)
AIM/ARM: VT004226

3399 NONTRADITIONAL BLUE COLLAR WORK AMONG URBAN WOMEN. AUG 75
WALSHOK, MARY L.
NATIONAL INST. OF MENTAL HEALTH (DHEW), ROCKVILLE, MD.
GRANT NO. 1R01-MH27685-01
NOTES: 19P.; PAPER PRESENTED AT THE ANNUAL MEETING OF THE AMERICAN SOCIOLOGICAL ASSOCIATION (SAN FRANCISCO, CALIFORNIA, AUGUST 25-29, 1975)
BLUE COLLAR OCCUPATIONS, CHANGING ATTITUDES, EMPLOYMENT, FEMALES, OCCUPATIONAL CHOICE, RESEARCH NEEDS, SEX ROLE, SEX STEREOTYPES, SPEECHES, WORK ATTITUDES, WORKING WOMEN
THIS STUDY ADDRESSES ITSELF TO TWO QUESTIONS. THE FIRST IS TO ASCERTAIN WHAT, IF ANY, SOCIAL BACKGROUND AND ATTITUDINAL DIFFERENCES DIFFERENTIATE WOMEN MAKING TRADITIONAL FROM NONTRADITIONAL OCCUPATIONAL CHOICES IN THE SEMI-SKILLED AND BLUE-COLLAR OCCUPATIONS. A SECOND ISSUE RELATES TO THE RELATIVE EFFECTIVENESS OF VARIOUS KINDS OF TRAINING PROGRAMS IN FACILITATING THE MOVEMENT OF WOMEN INTO NONTRADITIONAL FIELDS. KEY RESEARCH VARIABLES INCLUDE (1) EXTENT OF TRADITIONALISM IN ATTITUDES TOWARD GENDER AND FAMILY ROLES AND ITS RELATIONSHIP TO VOCATIONAL CHOICE-MAKING PROCESSES AND (2) THE INFLUENCE OF EXPECTATIONS ON PERFORMANCE. IN STUDYING FOUR COHORTS OF WOMEN PRIOR TO AND ON EXIT FROM TRAINING PROGRAMS, ANSWERS TO THESE QUESTIONS WILL BE SOUGHT. (AUTHOR)
ERIC: ED126854

3400 NONTRADITIONAL CAREER DEVELOPMENT PROGRAMS FOR WOMEN. A CAREER EXPLORATION PROJECT FOR DISADVANTAGED YOUTH. 12 APR 76
SARNO, MARIE P.
NOTES: 14P.; PAPER PRESENTED AT ANNUAL CONVENTION OF THE AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION (CHICAGO, ILLINOIS, APRIL 11-14, 1976)
CAREER CHOICE, CAREER EDUCATION, DECISION MAKING, DEMONSTRATION PROJECTS, DISADVANTAGED YOUTH, FEMALES, PROGRAM DESCRIPTIONS, SECONDARY EDUCATION, SELF CONCEPT, VOCATIONAL DEVELOPMENT
THIS PAPER IS A DISCUSSION OF A CAREER EXPLORATION PROJECT JOINTLY UNDERTAKEN BY THE SEAL OF OHIO GIRL SCOUT COUNCIL AND THE DIVISION OF CONTINUING EDUCATION OF COLUMBUS TECHNICAL INSTITUTE DURING THE SUMMER OF 1975. THE PARTICIPANTS WERE ECONOMICALLY DISADVANTAGED YOUNG WOMEN BETWEEN THE AGES OF 11 AND 17. THE MAIN OBJECTIVE WAS TO INCREASE PARTICIPANTS AWARENESS OF SELF, OTHERS, CAREER OPTIONS, AND EDUCATIONAL ALTERNATIVES, AS WELL AS THE FACTORS THAT GO INTO A CAREER DECISION. A VARIETY OF RESOURCES AND PROGRAMMING IDEAS WERE USED, INCLUDING EXPLORATION OF CAREER AREAS REPRESENTED AT COLUMBUS TECH AND EXPOSURE TO ACTUAL WORK SETTINGS. AN OUTLINE OF THE PROGRAM CONTENT IS GIVEN IN THE PAPER, AS WELL AS A DISCUSSION OF SOME OF ITS HIGHLIGHTS, PROBLEMS AND OUTCOMES. (AUTHOR)
ERIC: ED134864

3401 NONTRADITIONAL OCCUPATIONS FOR WOMEN OF THE HEMISPHERE THE U.S. EXPERIENCE. 9 AUG 74
EMPLOYMENT STANDARDS ADMINISTRATION (DOL), WASHINGTON, D.C. WOMENS BUREAU.
NOTES: 70P.; REPORT ON THE CONFERENCE FOR WOMEN OF THE HEMISPHERE ON NONTRADITIONAL OCCUPATIONS AND CAREER OPPORTUNITIES--THE UNITED STATES EXPERIENCE (WASHINGTON, D.C., AUGUST 9, 1974)
CAREER CHOICE, CAREER OPPORTUNITIES, CAREER PLANNING, CHANGE STRATEGIES, CONFERENCE REPORTS, EMPLOYMENT EXPERIENCE, EMPLOYMENT OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), GOVERNMENT ROLE, ORGANIZATIONS (GROUPS), SEX DISCRIMINATION, SOCIAL CHANGE, SPEECHES, WORKING WOMEN
EDITED VERSIONS OF SPEECHES PRESENTED AT THE CONFERENCE ARE PRESENTED IN THE DOCUMENT. SECTION 1, WOMEN IN THE FIELDS OF GOVERNMENT, EDUCATION, TRADE UNIONS, BUSINESS AND INDUSTRY, PRESENTS PERSONAL ACCOUNTS OF WOMEN IN NONTRADITIONAL OCCUPATIONS. SPEAKERS INCLUDE BETTY SOUTHARD MURPHY, LUCILLE MAURER, BARBARA G. KILBERG, RUTH WEYAND, JULIA M. WALSH, AND EVA S. POLING. SECTION 2, THE ROLE OF GOVERNMENT, NON-GOVERNMENT ORGANIZATIONS AND VOLUNTARY ASSOCIATIONS IN PROMOTING NONTRADITIONAL TRAINING AND EMPLOYMENT OPPORTUNITIES FOR WOMEN, HIGHLIGHTS STEPS TAKEN IN THE UNITED STATES TO PROMOTE EMPLOYMENT OPPORTUNITIES FOR WOMEN. SPEAKERS INCLUDE MARY N. HILTON, PEARL SPINDLER, SANDRA K. CARRUTHERS, DOROTHY B. FERGBEE, AGNES M. DILL, AND MARY HALLAREN. AUDIENCE REACTION IN THE FORM OF QUESTIONS TO THE SPEAKERS, A PREFACE, BIOGRAPHICAL NOTES, AND OPENING REMARKS BY THE SECRETARY AND THE UNDERSECRETARY OF LABOR ARE INCLUDED. MAJOR THEMES ARE OUTLINED, AND WAYS WOMEN CAN ENTER PREVIOUSLY CLOSED FIELDS AND HOW NONTRADITIONAL OCCUPATIONS CAN BE PROMOTED ARE SUGGESTED. A LIST OF CONFERENCE PARTICIPANTS AND MATERIALS DISTRIBUTED TO THEM ARE APPENDED. (LH)
ERIC: ED114590

3402 NONTRADITIONAL VOCATIONAL EDUCATIONAL PROGRAMS FOR WOMEN. FINAL REPORT. NOV 76
LEWIS, MORGAN V.;AND OTHERS
PENNSYLVANIA STATE UNIV., UNIVERSITY PARK. INST. FOR RESEARCH ON HUMAN RESOURCES.
OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
GRANT NO. OEG-0-74-1753
NOTES: 297P.
CAREER CHOICE, COMPREHENSIVE HIGH SCHOOLS, COUNSELOR ATTITUDES, COUNSELOR ROLE, EDUCATIONAL RESEARCH, FEMALES, HIGH SCHOOL STUDENTS, OCCUPATIONAL ASPIRATION, PARENT ATTITUDES, PARENT INFLUENCE, SENIOR HIGH SCHOOLS, SEX ROLE, SEX STEREOTYPES, STUDENT ATTITUDES, STUDENT EXPERIENCE, STUDENT MOTIVATION, STUDENT RECRUITMENT, SURVEYS, TEACHER ATTITUDES, TEACHER INFLUENCE, VOCATIONAL EDUCATION, VOCATIONAL HIGH SCHOOLS

(CONT.)

3402 A STUDY CONCERNED WITH WAYS TO INCREASE OCCUPATIONAL OPPORTUNITIES FOR WOMEN (BUT NOT INTENDED AS A STUDY OF SEX DISCRIMINATION) WAS UNDERTAKEN TO IDENTIFY STEPS THAT CAN BE TAKEN TO ENCOURAGE YOUNG WOMEN TO ENTER VOCATIONAL AREAS THAT HAVE BEEN TRADITIONALLY LIMITED TO MALES. ELEVEN VOCATIONAL AND COMPREHENSIVE HIGH SCHOOLS WERE LOCATED THAT HAD ENROLLED AT LEAST FIVE FEMALES IN ONE OR MORE NONTRADITIONAL COURSES. ALTHOUGH THESE SCHOOLS HAD NO PROGRAMS TO ENCOURAGE FEMALES TO ENTER NONTRADITIONAL AREAS, FEMALES WERE ENROLLED IN SUCH AREAS AS VOCATIONAL AGRICULTURE, PRINTING, INDUSTRIAL CHEMISTRY, OR TELEVISION ARTS. TEN OF THE ELEVEN SCHOOLS WERE VISITED BY MEMBERS OF THE STUDY TEAM. IN EACH, CLASSES WITH FEMALES IN TRADITIONALLY MALE AREAS WERE OBSERVED AND THE TEACHERS OF THESE CLASSES WERE INTERVIEWED. INTERVIEWS WERE ALSO CONDUCTED WITH COUNSELORS, ADMINISTRATORS, AND SMALL GROUPS OF TRADITIONAL AND NONTRADITIONAL STUDENTS. A LOCAL COORDINATOR WAS SELECTED AT EACH SCHOOL WHO GENERATED A SAMPLE OF CURRENT AND FORMER STUDENTS (IN BOTH TRADITIONAL AND NONTRADITIONAL PROGRAMS). A TOTAL OF 1,014 PERMISSION FORMS WERE DISTRIBUTED AND COMPLETED QUESTIONNAIRES WERE OBTAINED FROM 520 STUDENTS (51%). QUESTIONNAIRES WERE COLLECTED BY MAIL FROM 356 OF 743 FORMER STUDENTS (48%). QUESTIONNAIRES FOCUSED ON ATTITUDES, EXPERIENCE , CAREER PLANS, AND FAMILY BACKGROUND. QUESTIONNAIRES DEALING WITH EDUCATION, OCCUPATION, AND ATTITUDES WERE ALSO COLLECTED FROM 366 (67%) OF THE PARENTS OF STUDENT RESPONDENTS. THE REPORT PRESENTS DATA ANALYSIS, FINDINGS, AND CONCLUSIONS IN THREE PARTS (1) INFLUENCES ON THE STUDENTS CHOICE OF A NONTRADITIONAL PROGRAM AND EXAMINATION OF THEIR SCHOOL EXPERIENCES AND ATTITUDES, (2) COUNSELORS AND TEACHERS PERCEPTIONS OF AND ATTITUDES TOWARD NONTRADITIONAL ENROLLMENTS, AND (3) POSTGRADUATION EMPLOYMENT EXPERIENCES OF STUDENTS. QUESTIONNAIRES AND INTERVIEW GUIDES ARE APPENDED.
ERIC: ED136025

3403 NONURBAN MANPOWER PLANNING - BARRIERS TO RURAL IMPLEMENTATION OF CETA 1975
MORI, J.L.
ADHERENT, VOL.2, NO.2, AUG 1975, P. 50-56.
CETA, HUMAN RESOURCE DEVELOPMENT, POVERTY, PUBLIC ADMINISTRATION, REGULATION, RURAL, UNEMPLOYMENT
CETA DIRECTIVES AND GUIDELINES ARE GEARED TO NEEDS OF METROPOLITAN AREAS. DISTANCE, POPULATION DISPERSAL, DIFFICULTY IN TAILORING AID TO INDIVIDUAL NEEDS OF SMALL RURAL COMMUNITIES, LOW AWARENESS OF RURAL POVERTY, AND RESULTING CONFLICTS WITH URBAN - INSPIRED REGULATIONS, ARE AMONG THE MAJOR PROBLEMS.
MGMT: 4DM75M0050

3404 NONWHITE IN-MIGRANTS AND MANPOWER PROBLEMS IN PHILADELPHIA 1970
LOEWENBERG, J. JOSEPH
TEMPLE UNIV., PHILADELPHIA, PA.
NOTES: 31P
MANPOWER STUDIES, MOBILITY, SOCIOMETRICS, PROBLEM SOLVING, URBAN PLANNING, PENNSYLVANIA, NONWHITE IN-MIGRANTS, PHILADELPHIA(PENNSYLVANIA), MANPOWER PROGRAMS, UNEMPLOYMENT, UNEMPLOYABLE PERSONS
THE STUDY DEALS WITH ONE PART OF THE NATIONAL LABOR FORCE, THE NONWHITE IN-MIGRANT, AND RELATES IT TO CURRENT MANPOWER PROGRAMS IN PHILADELPHIA. THERE IS LITTLE REASON TO BELIEVE, HOWEVER, THAT THE SITUATION IN OTHER NORTHERN CITIES IS BASICALLY DIFFERENT. PHILADELPHIA PROVIDES A BASIS FOR A USEFUL STUDY BECAUSE OF ITS COMBINATION OF AN IN-MIGRANT TRADITION AND DIVERSE MANPOWER PROGRAMS. THREE REASONS ACCOUNT FOR THE RACIAL EMPHASIS. FIRST, THE URBAN NEGRO IS THE SUBJECT OF SPECIAL INTEREST AND STUDY AT PRESENT, AND MIGRATION PLAYS A SIGNIFICANT PART IN THE COMPOSITION OF THE URBAN NEGRO POPULATION. SECOND, A REVIEW OF DATA AND LITERATURE REVEALS A SUBSTANTIALLY DIFFERENT COMPOSITE OF CHARACTERISTICS FOR WHITE IN-MIGRANTS TO PHILADELPHIA THAN FOR NONWHITE IN-MIGRANTS. THIRD, WHILE ALMOST ALL MANPOWER PROGRAMS HAVE WHITE AND NONWHITE CLIENTS, THE PROGRAMS IN PHILADELPHIA ARE DIRECTED TO -- AND OFTEN OVERWHELMINGLY CONSIST OF -- NEGROES. THE RESEARCH FOLLOWS IN THE ORDER PRESENTED. THE FIRST SECTION INCLUDES AN ANALYSIS OF TRENDS IN THE NONWHITE POPULATION OF PHILADELPHIA, THE CHARACTERISTICS OF NONWHITE IN-MIGRANTS, AND FUTURE PROJECTIONS. THE SECOND SECTION IS A CONSIDERATION OF THE NEEDS IN-MIGRANTS. FINALLY, THESE TOPICS ARE RELATED TO THE ACTIVITIES OF MANPOWER PROGRAMS IN PHILADELPHIA. (AUTHOR)
NTIS: PB-193 393 CFSTI PRICES HC$3.00 MF$0.65

3405 NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION MOBILITY PROJECT. JAN 72
NORTH CAROLINA MANPOWER DEVELOPMENT CORP., CHAPEL HILL. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 27P.
ECONOMIC DISADVANTAGEMENT, MANPOWER UTILIZATION, MOBILITY, RELOCATION, RURAL POPULATION, UNEMPLOYMENT, UNSKILLED LABOR, MANPOWER PROGRAMS, NORTH CAROLINA
THIS REPORT IS A SUPPLEMENT TO AN EARLIER REPORT ENTITLED NORTH CAROLINA MOBILITY PROJECT, 1968-69. THE REPORT COVERS MOBILITYS RELOCATION ASSISTANCE ACTIVITIES BETWEEN SEPTEMBER 1, 1969 AND SEPTEMBER 30, 1970, A THIRTEEN MONTH PERIOD ENCOMPASSING THREE EXTENSIONS TO CONTRACT NUMBER 87-35-68-05. DURING THE PERIOD COVERED BY THIS REPORT AS WELL AS EARLIER PERIODS THE NORTH CAROLINA MOBILITY PROJECT HAS AMPLY DEMONSTRATED THAT UNEMPLOYED PERSONS WILL RELOCATE FOR A JOB WITH ASSISTANCE. (NTIS)
ERIC: ED061313 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-208 509 MF $1.45, HC PRICE NOT QUOTED)

3406 NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION MOBILITY PROJECT. OCT 69
NORTH CAROLINA MANPOWER DEVELOPMENT CORP., CHAPEL HILL. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 499P.
ECONOMICALLY DISADVANTAGED, JOB PLACEMENT, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MODELS, OCCUPATIONAL MOBILITY, RELOCATION, RURAL RESETTLEMENT, UNEMPLOYED, VOCATIONAL COUNSELING, NORTH CAROLINA
THE PURPOSE OF THE PROJECT WAS TO DETERMINE THE FEASIBILITY OF MATCHING SEVERELY RURAL DISADVANTAGED PERSONS IN THE MOUNTAINS AND COASTAL PLAINS WITH FULL-TIME EMPLOYMENT IN THE PIEDMONT AREA BY MEANS OF RELOCATION ASSISTANCE. FARM FAMILIES WITH INCOMES OF $1200 OR LESS, WORKERS DISCHARGED FOR NO FAULT OF THEIR OWN, AND WORKERS UNEMPLOYED FOR SIX OR MORE MONTHS WERE ELIGIBLE TO BE RECRUITED. RECRUITING WAS DONE BY OUTREACH AND HOUSE-TO-HOUSE CANVASSING. RELOCATION ASSISTANCE CONSISTED OF COUNSELING, JOB DEVELOPMENT, JOB PLACEMENT, AND HOUSING. VARIOUS SUPPORTIVE SERVICES WERE OFFERED SUCH AS INFORMATION ABOUT PUBLIC HEALTH AND EDUCATION SERVICES, ASSISTANCE IN MONEY MANAGEMENT, ASSISTANCE IN HOME FURNISHING. (NTIS)
ERIC: ED091946 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199 522, MF $1.45, HC $6.00)

3407 THE NORTH CENTRAL ASSOCIATION ITS CHANGE AGENT ROLE ON ADMINISTRATIVE PRACTICES, POLICIES AND PROCEDURES IN WISCONSIN TECHNICAL INSTITUTES. 74
PAULSEN, RUSSELL C.
NOTES: 257P.; PH.D. DISSERTATION, UNIVERSITY OF WISCONSIN-MADISON
ACCREDITATION (INSTITUTIONS), ADMINISTRATIVE ORGANIZATION, CURRICULUM EVALUATION, DECISION MAKING, EDUCATIONAL OBJECTIVES, EDUCATIONAL QUALITY, JUNIOR COLLEGES, LITERATURE REVIEWS, STANDARDS, TEACHER SELECTION, TECHNICAL EDUCATION, TECHNICAL INSTITUTES, VOCATIONAL EDUCATION, NORTH CENTRAL ASSOCIATION, WISCONSIN
THE WISCONSIN VOCATIONAL, TECHNICAL AND ADULT EDUCATION (VTAE) DISTRICTS HAVE EXPENDED MUCH TIME AND EFFORT IN MEETING THE ACCREDITATION REQUIREMENTS OF THE NORTH CENTRAL ASSOCIATION (NCA). THE VALUE OF THIS EFFORT HAS BEEN QUESTIONED BY MANY ADMINISTRATORS. IN ORDER TO ASSESS THE IMPACT OF EVALUATION ON INDIVIDUAL DISTRICTS, THE AUTHOR ANALYZED COPIES OF THE RECOMMENDATIONS MADE TO 12 WISCONSIN VTAE DISTRICTS BY THE NCA EVALUATION TEAMS AND INTERVIEWED 97 ADMINISTRATORS TO DETERMINE THE PRESENT IMPLEMENTATION STATUS OF EACH RECOMMENDATION. ALTHOUGH NCA EVALUATION TEAM REPORTS HAVE HAD LITTLE DIRECT IMPACT ON BASIC INSTITUTIONAL GOALS OR ON THE REDISTRIBUTION OF FINANCIAL RESOURCES WITHIN INDIVIDUAL VTAE DISTRICTS, THEY HAVE SIGNIFICANTLY INFLUENCED CURRICULUM, ADMINISTRATIVE ORGANIZATION, DECISION-MAKING PROCESSES, AND PERSONNEL SELECTION AND REVITALIZATION. FURTHERMORE, THE EVALUATION PROCESS HAS PROMOTED ORGANIZATIONAL COOPERATION WITHIN EACH DISTRICT AND FACULTY AND ADMINISTRATIVE INVOLVEMENT IN DECISION-MAKING. IT HAS ALSO LED TO THE DEVELOPMENT OF ADMINISTRATIVE HANDBOOKS FORMALIZED POLICY. PERTINENT LITERATURE IS REVIEWED, AND THE RECOMMENDATIONS MADE TO EACH DISTRICT BY NCA EVALUATION TEAMS, THE INTERVIEW INSTRUMENT, AND A BIBLIOGRAPHY ARE APPENDED. (DC)
ERIC: ED107323 UNIVERSITY MICROFILMS, P. O. BOX 1764, ANN ARBOR, MICHIGAN 48106 (ORDER NO. 74-15, 946, MF-$5.00, XEROGRAPHY-$11.00)

3408 NORTH FROM MEXICO. THE SPANISH-SPEAKING PEOPLE OF THE UNITED STATES. 68
MCWILLIAMS, CAREY
NOTES: 320P.
AGRICULTURAL LABORERS, AMERICAN CULTURE, ANGLO AMERICANS, BRACEROS, CHURCH PROGRAMS, CULTURAL DIFFERENCES, CULTURE CONFLICT, ETHNIC ORIGINS, HISTORICAL REVIEWS, LABOR PROBLEMS, MEXICAN AMERICANS, MIGRANT EMPLOYMENT, MIGRATION PATTERNS, RACIAL CHARACTERISTICS, SOCIAL CHANGE
A HISTORICAL REVIEW IS PRESENTED OF THE MEXICAN AMERICAN CULTURE SPANNING THE FIRST EXPLORATIONS OF THE EARLY SPANIARDS IN THE 1500S TO MORE RECENT CULTURAL CONFLICTS OF THE EARLY 1940S. INCLUDED IN 16 CHAPTERS AND OVER 90 UNIQUE EPISODES ARE DESCRIPTIONS OF THE ORIGIN OF THE MEXICAN AMERICAN, EXPLOITATION OF THE INDIANS AND MEXICANS BY ANGLOS, REPEATED ATTACKS UPON THE SPANISH-SPEAKING PEOPLES OF THE BORDER STATES, THE MEXICAN-AMERICAN WAR, THE SALT WAR, SPANISH MISSION SYSTEMS, THE MEXICAN AMERICANS ROLE IN SETTLING THE WEST, AND THE ECONOMIC CONTRIBUTIONS OF MEXICAN AMERICANS IN MINING, AGRICULTURE, AND ARCHITECTURE. INCIDENTS RELATING TO A CONFLICT BETWEEN THE HISPANOS AND THE ANGLOS SUCH AS THE ACQUISITION OF MEXICAN AMERICAN LAND-GRANT PROPERTY, LABOR DISPUTES, GANG WARFARE, REVOLTS, AND RIOTS ARE CITED. DISCRIMINATION, POLITICAL SUBVERSION, AND SOCIAL EXPLOITATION ARE NOTED. THE AUTHOR ALSO DEPICTS HIS INVOLVEMENT IN THE CASE OF SLEEPY LAGOON WHICH OCCURRED IN LOS ANGELES. RESOURCE DOCUMENTATION AND CHAPTER NOTES ARE INCLUDED. (AL)
ERIC: ED043003 GREENWOOD PRESS, INC., 211 E. 43 STREET, NEW YORK, NEW YORK 10017 ($11.25)

3409 NOT FOR WORK ALONE SERVICES AT THE WORKPLACE. FINAL REPORT. FEB 74
SPIEGEL, HANS B. C.
CITY UNIV. OF NEW YORK, N.Y. HUNTER COLL. URBAN RESEARCH CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 205P.
ADULT EDUCATION PROGRAMS, COMMUNITY SERVICES, FAMILY PROGRAMS, HUMAN SERVICES, INDUSTRIAL RELATIONS, INDUSTRY, OCCUPATIONAL SURVEYS, RECREATIONAL ACTIVITIES, SELF ACTUALIZATION, SOCIAL SERVICES, SOCIAL WELFARE, WORK ENVIRONMENT, YOUTH OPPORTUNITIES
THE REPORT EXPLORES DELIBERATELY PLANNED ENDEAVORS TO PROVIDE NONWORK RELATED SERVICES AT OR THROUGH THE WORKPLACE. THE HISTORICAL CONTEXT AND PRESENT-DAY COMPLEXITIES OF

(CONT.)
3409 WORKPLACE SERVICE PROVISION ARE REVIEWED. TWENTY-THREE WORKPLACES ARE EXAMINED YIELDING A TOTAL OF 615 DIFFERENT INSTANCES OF SPECIFIC SERVICES. SERVICES ARE CLASSIFIED INTO EIGHT SERVICE CATEGORIES SUCH AS EDUCATION, COMMUNITY SERVICE, AND INDIVIDUAL AND FAMILY ASSISTANCE. ELEVEN CASES OF SERVICE PROGRAMS ARE DESCRIBED. RECOMMENDATIONS INCLUDE CRITERIA FOR INITIATING WORKPLACE SERVICES, STRESSING THE IMPORTANCE OF VIABLE EMPLOYEE PARTICIPATION; A NEW ORGANIZATIONAL FRAMEWORK FOR WORKPLACE SERVICE DELIVERY PATTERNED AFTER THE CREDIT UNION; AND DEVELOPMENT OF EMPLOYEE NEEDS ASSESSMENT PROGRAMS AS PRELUDE TO SERVICES PLANNING. A SELECTED BIBLIOGRAPHY IS APPENDED. (AUTHOR)
ERIC: ED094107

3410 THE NOT IMPOSSIBLE GOAL 1977
MILLER, G.W.
VITAL SPEECHES, VOL.43, NO.11, MARCH 15, 1977, P. 339-344.
ECONOMIC POLICY, ECONOMICS, FULL EMPLOYMENT, INFLATION, UNEMPLOYMENT
FOUR PROPOSITIONS THAT WOULD ALLOW FULL EMPLOYMENT WITH PRICE STABILITY: 1) ECONOMIC STIMULUS, 2) INVESTMENT STIMULUS, 3) SELECTIVE MANAGEMENT, 4) STRUCTURAL UNEMPLOYMENT.
MGMT: VIT77C1539

3411 NOT THE RETIRING KIND AUG 74
AUN, EMIL MICHAEL
MANPOWER;6;8;8-13
VOLUNTARY AGENCIES, JOB PLACEMENT, EMPLOYMENT SERVICES, OLDER ADULTS, SENIOR CITIZENS, PART TIME JOBS, AGE, EMPLOYMENT NEEDS
THE STATE EMPLOYMENT SERVICE IN LOUISVILLE SPECIALIZES IN FINDING JOBS FOR PEOPLE OVER 60 THROUGH ITS RETIRED WORKERS JOB SERVICE CENTER. (8P)
ERIC: EJ102168

3412 A NOTE ON APPRENTICESHIP AND ECONOMIC CHANGE. 64
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. BUREAU OF APPRENTICESHIP AND TRAINING.
NOTES: 28P.
APPRENTICESHIPS, EMPLOYMENT TRENDS, NATIONAL PROGRAMS, PROGRAM EVALUATION, TRADE AND INDUSTRIAL EDUCATION, UNEMPLOYMENT
THE APPRENTICESHIP SYSTEM IN THE UNITED STATES IS A METHOD OF TRAINING FOR A VOCATION OR SKILLED TRADE WITHIN THE FRAMEWORK OF A RELATIVELY FREE LABOR MARKET. IT IS A SYSTEM WHICH FURNISHES TRAINING THROUGH EMPLOYMENT AND ONE WHICH IS AFFECTED BY THE EMPLOYMENT LEVEL OF A GIVEN PERIOD. THIS IS PARTICULARLY IMPORTANT AS THE APPRENTICESHIP TYPICALLY LASTS 4 YEARS, AND THE APPRENTICE NEED AT THE TERMINATION OF THE TRAINING PERIOD MAY NOT BE THE APPRENTICE INTAKE BASED ON THE EMPLOYMENT LEVEL 4 YEARS EARLIER. THE DECLINING TREND IN APPRENTICESHIP SINCE WORLD WAR II CANNOT BE ATTRIBUTED TO ANY SINGLE CAUSE, BUT THE INCREASED NUMBER OF PERSONS WHO CONTINUE THEIR FORMAL EDUCATION SEEMS TO BE THE MAJOR ONE. MAJOR FACTORS WHICH AFFEC OF APPRENTICES ARE (1) IRREGULAR OF EMPLOYMENT RATE, (2) THE COMPLETION RATE, (3) UNEMPLOYMENT, (4) COLLEGE AND APPRENTICE ENROLLMENT, AND (5)THE RATIO BETWEEN CRAFTSMEN AND PROFESSIONAL-TECHNICAL PERSONNEL. STATISTICAL ANALYSIS INDICATES NO SIGNIFICANT RELATIONSHIP BETWEEN THE NUMBER OF APPRENTICES AND THE NUMBER OF JOURNEYMEN. ALTHOUGH APPRENTICE NUMBERS APPEAR TO HAVE BEEN SMALL DUE TO EMPLOYER RELUCTANCE TO TRAIN SKILLED WORKERS RATHER THAN TO UNION POLICY, RELATIVELY LITTLE CONSIDERATION HAS BEEN GIVEN TO THE SYSTEM ITSELF, THE FACTORS AFFECTING THE EMPLOYERS DECISION TO HIRE APPRENTICES, NOR THE FACTORS AFFECTING THE APPRENTICES DECISION TO ENTER OR COMPLETE SUCH A TRAINING PROGRAM. (EM)
ERIC: ED022954

3413 NOTE ON A STOCHASTIC MANPOWER SMOOTHING AND PRODUCTION MODEL 1976
DAELLENBACH, H.G.
OPERATIONAL RESEARCH QUARTERLY, VOL.27, NO.3, 1976, P. 573-579. BIBLIOG. 3
DECISION MAKING, INVENTORY MANAGEMENT, LABOR FORCE, MODELING, OPTIMIZATION, PERSONNEL MANAGEMENT, PRODUCTION, PRODUCTION CONTROL, PRODUCTIVITY, QUANTITATIVE METHODS, SCHEDULING
SEPARATES PRODUCTION POLICY DECISIONS ABOUT THE SIZE OF THE WORKFORCE AND THE AMOUNT OF PRODUCTION. THE OPTIMAL POLICY CAN BE CHARACTERIZED BY A SET OF FOUR CRITICAL NUMBERS FOR EACH STATE AND EACH PERIOD. THE COMPUTATIONAL ASPECTS OF THE MODEL ARE STUDIED.
MGMT: 02T7670573

3414 NOVA SCOTIA SEEKS NEW INDUSTRIES 1975
CANADIAN BUSINESS MAGAZINE, VOL.48, NO.5, MAY 1975, P. 23-27.
CANADA, ECONOMIC GROWTH, ECONOMICS, ENERGY, OIL INDUSTRY, TRANSPORTATION, UNEMPLOYMENT, UTILITIES
DISCUSSION OF THE INDUSTRIAL DEVELOPMENT AND EXPLOITATION OF ENERGY SOURCES WITHIN THE PROVINCE OF NOVA SCOTIA.
MGMT: C9M75E0023

3415 NOWHERE TO BE FOUND: A LITERATURE REVIEW AND ANNOTATED BIBLIOGRAPHY ON WHITE WORKING CLASS WOMEN, WORKING PAPER SERIES NUMBER 13. JUN 75
SAMUELS, VICTORIA
AMERICAN JEWISH COMMITTEE, NEW YORK, N.Y. INST. OF PLURALISM AND GROUP IDENTITY.
NOTES: 32P.
ANNOTATED BIBLIOGRAPHIES, CAUCASIANS, EMPLOYMENT, JOB MARKET, LABOR FORCE, MASS MEDIA, MIDDLE CLASS, PERSONAL VALUES, SELF ESTEEM, SOCIAL ATTITUDES, SOCIAL VALUES, WORKING WOMEN

(CONT.)

3415 COMBINING INSIGHTS FROM SOCIOLOGY, PSYCHOLOGY, MARKETING, THE MASS MEDIA, AND OTHER FIELDS, IN ADDITION TO AN ATTEMPT TO PUT THE STATE OF THE ART INTO A CONTEMPORARY CONTEXT, THIS LITERATURE REVIEW HIGHLIGHTS SIGNIFICANT STUDIES WHICH PROVIDE INSIGHTS INTO WHITE MIDDLE CLASS WORKING WOMEN IN AMERICAN SOCIETY. IT EMPHASIZES THEIR VALUES AND PERCEPTIONS OF THEMSELVES AND OF OTHER GROUPS. ALSO INCLUDED IS AN ANNOTATED BIBLIOGRAPHY OF ADDITIONAL LITERATURE OF INTEREST IN RELATED AREAS. (AUTHOR/BS)
ERIC: ED139858 INSTITUTE ON PLURALISM AND GROUP IDENTITY, AMERICAN JEWISH COMMITTEE, 165 EAST 56 STREET, NEW YORK, N.Y. 10022 ($1.25)

3416 NUCLEAR ENGINEERING ENROLLMENTS AND DEGREES, ENROLLMENTS-FALL 1973, DEGREES GRANTED-JULY 1965-JUNE 1973. JUL 74
ATOMIC ENERGY COMMISSION, WASHINGTON, D.C. OFFICE OF INDUSTRIAL RELATIONS.
NOTES: 41P.
DEGREES (TITLES), ENGINEERING EDUCATION, ENROLLMENT TRENDS, FEMALES, FOREIGN STUDENTS, GRADUATE STUDY, HIGHER EDUCATION, JOB MARKET, LABOR MARKET, NUCLEAR PHYSICS, STATISTICAL DATA, UNDERGRADUATE STUDY
THIS DOCUMENT PRESENTS STATISTICAL DATA CONCERNING ENROLLMENTS FOR FALL 1973 AND DEGREES GRANTED 1965-JUNE 1973 IN NUCLEAR ENGINEERING. HIGHLIGHTS OF THIS SURVEY OF EDUCATIONAL INSTITUTIONS INDICATED (1) PH.D.S DECREASED TO 126 FROM 149 IN 1971-72 AND FROM 181 IN 1969-70. (2) MSS INCREASED TO 442 FROM 428 IN 1971-72. (3) BSS INCREASED TO 551 FROM 464 IN 1971-72. (4) FOREIGN NATIONALS REPRESENTED 3 PERCENT OF THE BS, 13 PERCENT OF THE MS, AND 22 PERCENT OF THE PH.D. GRADUATES, SMALLER PERCENTAGES OF MS AND PH.D. GRADUATES THAN THE PRIOR YEAR. (5) THE PERCENT OF FOREIGN NATIONALS INCREASED AMONG DOCTORAL CANDIDATES AND UNDERGRADUATE STUDENTS; THE PERCENT AMONG MASTERS CANDIDATES DECREASED. (6) PRIVATE INDUSTRY CONTINUED TO RECRUIT THE LARGEST PORTION OF THE GRADUATES AT ALL LEVELS. (7) THE PERCENT OF MBS AND MS GRADUATES REMAINING FOR FURTHER STUDY DECLINED. (8) WOMEN AND MINORITY U. S. CITIZENS (BLACK, ORIENTAL, SPANISH-SPEAKING, OR NATIVE AMERICAN INDIANS) REPRESENT NO MORE THAN 3 PERCENT OF ENROLLEES OR GRADUATES IN ANY CATEGORY OR AT ANY LEVEL. (MJM)
ERIC: ED097942

3417 NURSE AIDE (MED. SER.) 2-42.20--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 11P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, NURSES AIDES, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065628

3418 NURSE, GENERAL DUTY (MEDICAL SER.) 075.378--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. NOV 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 18P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, NURSES, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065617

3419 NURSE, LICENSED, PRACTICAL (MEDICAL SER.) 079.378--TECHNICAL REPORT ON DEVELOPMENT OF

USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, NURSES, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PRACTICAL NURSES, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065616

3420 NURSING SALARIES DEMOGRAPHIC AND JOB RELATED DETERMINANTS 16 JUL 76
GORDON, NANCY M.;MORTON, THOMAS E.
CARNEGIE-MELLON UNIV., PITTSBURGH, PA. GRADUATE SCHOOL OF INDUSTRIAL ADMINISTRATION.;URBAN INST., WASHINGTON, D.C.;EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-91-42-74-34
NOTES: FINAL REPT. 24P
SALARIES, NURSES, NTISLABPEU
THE STUDY ESTIMATES THE SALARY STRUCTURE FOR INDIVIDUAL NURSES AT A LARGE URBAN HOSPITAL OVER A FIVE YEAR PERIOD, USING REGRESSION ANALYSIS. THE FOLLOWING CONCLUSIONS EMERGE. BLACKS EARN LESS THAN WHITES, MARRIED NURSES LESS THAN SINGLE NURSES, AND SALARIES PEAK WITH AGE. THERE ARE LARGE DIFFERENCES BY JOB CLASSIFICATION. EXPERIENCE AND ADDITIONAL EDUCATION ARE POSITIVELY RELATED TO SALARY, WHILE JOB PERFORMANCE VARIABLES SHOW LITTLE RELATIONSHIP TO SALARY. FURTHER STUDY ON THE LATTER RESULT IS INDICATED.
NTIS: PB-273 829/2ST NTIS PRICES PC A02/MF A01

3421 NUT SORTER I S-10.25 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. DEC 56
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FOOD PROCESSING OCCUPATIONS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SORTING PROCEDURES, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, NUT SORTER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061301

3422 NYC ENROLLEE QUESTIONNAIRE (PROGRAM COMPLETION GROUP). JUL 71
FREEBERG, NORMAN E.;REILLY, RICHARD R.
EDUCATIONAL TESTING SERVICE, PRINCETON, N.J. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 12P.
ATTITUDE TESTS, DISADVANTAGED YOUTH, EMPLOYEE ATTITUDES, EMPLOYMENT OPPORTUNITIES, JOB SATISFACTION, JOB TRAINING, QUESTIONNAIRES, RATING SCALES, TASK PERFORMANCE, VOCATIONAL ADJUSTMENT, WORK ATTITUDES, NEIGHBORHOOD YOUTH CORPS
THIS QUESTIONNAIRE WAS USED TO GATHER DATA ON THE WORK ATTITUDES OF ENROLLEES IN THE NEIGHBORHOOD YOUTH CORPS WHO HAD COMPLETED A JOB TRAINING PROGRAM. SEE ALSO TM000 865. (CK)
ERIC: ED056068 NOT AVAILABLE SEPARATELY: SEE TM 000 865

3423 NYC SUMMER PILOT PROJECT, PRELIMINARY, INTERIM, AND FINAL REPORTS. 71
SARTHORY, JOSEPH A.
KANSAS STATE UNIV., MANHATTAN.
NOTES: 310P.
ATTENDANCE RECORDS, COMPENSATORY EDUCATION PROGRAMS, COUNSELING PROGRAMS, DROPOUT PREVENTION, ECONOMICALLY DISADVANTAGED, EDUCATIONAL OPPORTUNITIES, EMPLOYMENT

(CONT.)

3423 OPPORTUNITIES, ENRICHMENT PROGRAMS, HIGH SCHOOL STUDENTS, MANPOWER DEVELOPMENT, PROGRAM EVALUATION, SUMMER PROGRAMS, WORK EXPERIENCE PROGRAMS, KANSAS, NEIGHBORHOOD YOUTH CORPS

THE NEIGHBORHOOD YOUTH CORP PROJECTS, A PILOT PROGRAM FUNDED BY THE DEPARTMENT OF LABOR MANPOWER DEVELOPMENT AND TRAINING ACT, ENROLLED 81 ECONOMICALLY DISADVANTAGED HIGH SCHOOL STUDENTS IN A PROGRAM INVOLVING SUMMER EMPLOYMENT, EDUCATIONAL AND SOCIAL ENRICHMENT, AND FAMILIARIZATION WITH THE WORLD OF WORK. THE PRIMARY PURPOSE OF THE PROGRAM WAS TO PREVENT PARTICIPANTS FROM DROPPING OUT OF HIGH SCHOOL UNPREPARED FOR FUTURE EMPLOYMENT, BY PROVIDING THEM WITH A MEANINGFUL SECONDARY EDUCATION PROGRAM. THE STUDENTS SPENT THE FIRST TWO WEEKS OF THE SUMMER OF 1970 ON THE KANSAS STATE UNIVERSITY CAMPUS WHERE, ALONG WITH THEIR TEACHERS AND SUPERVISORS, THEY WENT THROUGH A PROGRAM OF ORIENTATION AND SENSITIVITY TRAINING. THEN THEY SPLIT INTO SIX TEAMS TO WORK AT NONPROFIT INSTITUTIONS AND FOR GOVERNMENTAL AGENCIES. EACH TEAM INCLUDED TWO TEACHERS AND A COLLEGE-AGE YOUTH TO ASSIST. IN REGARD TO THE DORMITORY PHASE, SOME STAFF WERE NOT READY TO ACCEPT THE ENROLLEES, NOR WERE THE UNIVERSITY DORMITORY STAFF OR OCCUPANTS, AND THE ENROLLEES NOT READY TO ACCEPT ANY OF THEM. LACK OF AUTHORITY, ADMINISTRATIVE TRIVIA, AND UNFAMILIARITY WITH AN UNSTRUCTURED SITUATION HINDERED THE ORGANIZATION OF THE PROJECT. HOWEVER, MANY GOALS WERE REACHED. A FOLLOW-UP PHASE INCLUDING INDIVIDUAL AND GROUP COUNSELING WAS INITIATED AT THE BEGINNING OF THE FOLLOWING SCHOOL YEAR. DUE TO THE QUALITY OF THE ORIGINAL, PARTS OF THIS DOCUMENT WILL NOT BE CLEARLY LEGIBLE ON REPRODUCTION. (JM)

ERIC: ED060163

3424 NYC SUMMER/IN-SCHOOL GOES TO COMMUNITY COLLEGE. PROVEN PROGRAM FOR YOUTH. FINAL REPORT. 15 FEB 73

MCDANIEL, JOHN W.

EVALUATION TECHNOLOGY CORP., CAMARILLO, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.

NOTES: 356P.

COMMUNITY COLLEGES, COMPENSATORY EDUCATION PROGRAMS, COOPERATIVE EDUCATION, COOPERATIVE PROGRAMS, DISADVANTAGED YOUTH, HIGHER EDUCATION, HIGH SCHOOL STUDENTS, PROGRAM EVALUATION, SECONDARY EDUCATION, STUDENT EMPLOYMENT, SUMMER PROGRAMS, URBAN YOUTH, WORK STUDY PROGRAMS, NEIGHBORHOOD YOUTH CORPS, NEW YORK CITY

THIS FINAL REPORT SUMMARIZES FIVE YEARS OF DEVELOPMENT OF COOPERATIVE SUMMER AND SCHOOL-YEAR PROGRAMS BETWEEN THE NEIGHBORHOOD YOUTH CORPS (NYC) AND COMMUNITY COLLEGES. NYC GOES TO COMMUNITY COLLEGE IS A COMBINED WORK AND STUDY PROGRAM FOR ECONOMICALLY DISADVANTAGED YOUTH, COOPERATIVELY CONDUCTED BY LOCAL SPONSORS OF NEIGHBORHOOD YOUTH CORPS AND COMMUNITY COLLEGES. THE TARGET POPULATION SERVED BY THE DEMONSTRATION PROGRAMS WAS COMPOSED OF NYC ELIGIBLE, JUNIOR OR SENIOR YEAR IN HIGH SCHOOL, YOUTH. INCLUDING IN THE 1972 SUMMER, OVER 10,000 NYC YOUTH PARTICIPATED IN THE PROGRAM WHICH GREW FROM ONE PILOT MODEL IN 1968 TO 128 SEPARATE PROGRAMS IN 1972. THE PROGRAM MODEL INCLUDES THESE COMPONENTS (1) THE NEIGHBORHOOD YOUTH CORPS RECRUITS AND SELECTS ELIGIBLE POOR YOUTH, PAYS THEM FOR THEIR PARTICIPATION IN WORK AND OTHER PROGRAM SERVICES, ARRANGES FOR THEIR TRANSPORTATION TO THESE SERVICES, AND WORKS JOINTLY WITH THE COMMUNITY COLLEGE IN PLANNING A WORK AND STUDY PROGRAM AND RELATED COUNSELING FOR ENROLLEES; AND (2) THE COMMUNITY COLLEGE ADMITS NYC ENROLLEES TO APPROPRIATE CREDIT CLASSES, IDENTIFIES MEANINGFUL JOB SITES FOR ENROLLEES, SUPERVISES THEIR WORK, PROVIDES TUTORING, COUNSELING, RECREATION AND CULTURAL ACTIVITIES, AND HOLDS COURSE CREDIT EARNED IN ESCROW OR TRANSMITS IT BACK TO THE HIGH SCHOOL AS NEEDED. (AUTHOR/JM)

ERIC: ED076739

3425 O MERAH PO DALNEJSEMU ULUCSENIJU PODGOTOVKI KVALIFICIROVANNYH RABOCIH V UCEBNYH ZAVEDENIJAH SISTEMY PROFESSIONALNO-TEHNICESKOGO OBRAZOVANIJA (DECREE CONCERNING MEASURES FOR FURTHER IMPROVEMENT OF THE TRAINING OF SKILLED WORKERS IN THE ESTABLISHMENTS OF THE VOCATIONAL AND TECHNICAL EDUCATION SYSTEM) (APRIL 2, 1969). MAY 71

COMMUNIST PARTY OF THE SOVIET UNION, MOSKOW. CENTRAL COMMITTEE.; USSR COUNCIL OF MINISTERS, MOSCOW.

NOTES: 6P.

ADMINISTRATIVE CHANGE, ADMINISTRATIVE ORGANIZATION, ADMINISTRATOR RESPONSIBILITY, COMMUNISM, CURRICULUM DEVELOPMENT, EDUCATIONAL LEGISLATION, ON THE JOB TRAINING, TECHNICAL INSTITUTES, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, VOCATIONAL EDUCATION TEACHERS, COUNCIL OF MINISTERS, UNION OF SOVIET SOCIALIST REPUBLICS

THIS DOCUMENT IS AN ENGLISH-LANGUAGE ABSTRACT (APPROXIMATELY 1,500 WORDS) OF A DECREE ISSUED BY THE SOVIET GOVERNMENT TO UPGRADE THE SYSTEM OF VOCATIONAL AND INDUSTRIAL TRAINING IN THE USSR. IT CLAIMS THAT VOCATIONAL AND TECHNICAL EDUCATIONAL ESTABLISHMENTS SHOULD GRADUALLY BE TRANSFORMED INTO VOCATIONAL-TECHNICAL COLLEGES OFFERING A 3-4 YEAR COURSE COMBINING SPECIALIZED VOCATIONAL TRAINING WITH SECONDARY EDUCATION FOR GRADUATES OF 8-YEAR GENERAL SCHOOLS. BEFORE THE PROMULGATION OF THE DECREE, 156 ESTABLISHMENTS HAD ALREADY BEEN REORGANIZED ALONG THESE LINES, BUT ONLY ON AN EXPERIMENTAL BASIS. THE TASK OF TRAINING SKILLED WORKERS OVER THE NEXT FEW YEARS WILL CONTINUE TO BE THAT OF THE CONVENTIONAL VOCATIONAL COLLEGES. ON-THE-JOB TRAINING WILL BE STRESSED MORE IN THE FUTURE. THE DECREE EMBODIES MEASURES FOR GREATER COMMUNIST INDOCTRINATION OF STUDENTS. MANY ORGANIZATIONAL AND STAFF CHANGES ARE SEEN IN REVAMPING THE SYSTEM. AN INCREASE IN THE NEED OF TECHNICAL INSTRUCTORS WILL REQUIRE A PARALLEL INCREASE OF PROGRAMS AND FACILITIES. REFRESHER COURSES ARE PLANNED FOR FACULTY MEMBERS. (AUTHOR/GDB)

ERIC: ED060263 AVAILABLE IN CEAS ABSTRACT SERIES NO. 1-4 (ED 060 227)

3426 OAK GLEN, A TRAINING CAMP FOR UNEMPLOYED YOUTH. MAY66
CHAPMAN, JANE R.
OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH (DOL), WASHINGTON, D.C.
NOTES: 71P.
BIBLIOGRAPHIES, CAMPING, DISADVANTAGED YOUTH, DROPOUTS, EDUCATIONAL PROGRAMS, FOLLOWUP STUDIES, GRADUATES, OUT OF SCHOOL YOUTH, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, STUDENT CHARACTERISTICS, STUDENT IMPROVEMENT, UNEMPLOYED, YOUTH EMPLOYMENT, YOUTH PROGRAMS, CALIFORNIA, OAK GLEN YOUTH CAMP
A TRAINING CAMP FOR UNEMPLOYED YOUTH NEAR RIVERSIDE, CALIFORNIA IS DESCRIBED IN THIS SUMMARY OF A DETAILED REPORT, AN EVALUATION OF THE CONCEPT OF TRAINEE CAMPS FOR UNEMPLOYED YOUTH, PREPARED BY THE STANFORD RESEARCH INSTITUTE (SRI). YOUTH BETWEEN 16 AND 21 YEARS OF AGE, NOT IN SCHOOL, AND WITH LITTLE CHANCE OF EMPLOYMENT BECAUSE OF LACK OF SKILLS, KNOWLEDGE, OR ABILITIES PARTICIPATED IN THE PROGRAM. THE OBJECTIVES OF THE SRI STUDY WERE TO DETERMINE (1) THE PROPORTION OF TRAINEES WHO FOUND EMPLOYMENT OR ENROLLED IN FURTHER TRAINING, (2) THE EXTENT TO WHICH TRAINEES WHO ENTERED THE PROGRAM BUT TERMINATED BEFORE COMPLETING MAY HAVE BENEFITED FROM THEIR EXPERIENCE, (3) FACTORS IN THE CAMP EXPERIENCES WHICH BENEFITED THE TRAINEES, AND (4) THE CHARACTERISTICS OF THE TRAINEES. DATA, CHIEFLY FROM CAMP FILES, WERE OBTAINED ON 77 CURRENT TRAINEES, 113 GRADUATES, 207 TRAINEES WHO TERMINATED PRIOR TO THE COMPLETION OF THE PROGRAM, AND 82 WHO WERE ACCEPTED BUT DID NOT ATTEND. THE RATE OF TERMINATION OF TRAINEES BEFORE GRADUATION WAS 60 PERCENT. ALMOST 70 PERCENT OF THE GRADUATES WERE EMPLOYED, COMPARED WITH APPROXIMATELY 55 PERCENT OF THE TERMINEES. FACTORS WHICH SEEMED TO BENEFIT TRAINEES WERE (1) RECEIVING PRAISE, REWARDS, AND INDIVIDUAL ATTENTION, (2) IMPROVING PHYSICAL CONDITION THROUGH TRAINING AND DIET, (3) INCREASING READING AND MATH PROFICIENCY, AND (4) IN SOME CASES, LEARNING TO WORK UNDER DISCIPLINE AND REGIMENTATION. AN ANNOTATED BIBLIOGRAPHY IS PROVIDED. COPIES OF THIS DOCUMENT ARE AVAILABLE FROM MANPOWER ADMINISTRATION, OFFICE OF MANPOWER, POLICY, EVALUATION, AND RESEARCH, U.S. DEPARTMENT OF LABOR, 14TH STREET AND CONSTITUTION AVENUE, N.W., WASHINGTON, D.C. 20210. (PS)
ERIC: ED015321

3427 THE OBJECTIVES AND ORGANISATION OF EDUCATIONAL AND DAY CARE SERVICES FOR YOUNG CHILDREN 75
TIZARD, JACK
OXFORD REVIEW OF EDUCATION;1;3;211-21
DAY CARE SERVICES, CHILD CARE, MINORITY GROUP CHILDREN, WORKING WOMEN, DAY CARE PROGRAMS, DISADVANTAGED GROUPS, SOCIAL RESPONSIBILITY, HUMAN SERVICES, PRESCHOOL CHILDREN, ENGLAND
THE OBJECTIVES AND ORGANIZATION OF EDUCATIONAL AND DAY CARE SERVICES FOR CHILDREN BELOW AGE FIVE IS CONSIDERED BECAUSE THE FORM OF PROVISION MADE WILL LARGELY DETERMINE THE NUMBERS AND KINDS OF CHILDREN WHO ARE SENT TO IT, AND THE EFFECTS OR BENEFITS OF AN INSTITUTION PROVIDING CARE WILL DEPEND UPON ITS QUALITY, ACCESSIBILITY, AND FORM. (AUTHOR/NO)
ERIC: EJ128512

3428 OBSERVATION POSTS, SAN FRANCISCO: CALIFORNIAS RECOVERY 1975
KREBS, W.C.
EUROMONEY, SEPT 1975, P. 169.
AGRICULTURE, CONSTRUCTION INDUSTRY, ECONOMIC DEVELOPMENT, ECONOMICS, PRODUCTION, UNEMPLOYMENT
POSITIVE SIGNS POINT TO AN ECONOMIC RECOVERY IN CALIFORNIA, WHICH ACCOUNTS FOR OVER 10% OF UNITED STATES GNP.
MGMT: EUR75I0169-1

3429 OBSTACLES TO FULL EMPLOYMENT 1976
FIEDLER, E.R.
CONFERENCE BOARD RECORD, VOL.13, NO.8, AUG 1976, P. 2-5.
BUSINESS CYCLE, ECONOMIC FORECAST, ECONOMIC GROWTH, ECONOMIC INDICATORS, ECONOMIC RECOVERY, ECONOMIC TRENDS, ECONOMICS, EXPANSION, FULL EMPLOYMENT, GNP, INFLATION, LABOR FORCE, LABOR MARKET, MINIMUM WAGE, SOCIAL ISSUES, UNEMPLOYMENT
THE CYCLICAL COURSE OF THE ECONOMY REMAINS UNMISTAKABLY UPWARD WITH A HEARTY VIGOR. UNEMPLOYMENT AND INFLATION CONTINUE TO BE SERIOUS WORRIES. PROSPECTS FOR FURTHER IMPROVEMENTS IN THE LABOR MARKETS ARE FAIRLY PROMISING. THE PRESENT STRUCTURE OF U.S. ECONOMY IS A MAJOR OBSTACLE PREVENTING A RETURN TO ACCEPTABLE RATES OF UNEMPLOYMENT.
MGMT: CBR76H0002

3430 THE OCCUPATIONAL ADJUSTMENT OF CUBAN REFUGEES IN THE WEST NEW YORK, NEW JERSEY AREA. 70
FOGG, ELEANOR H.
FORDHAM UNIV., BRONX, N.Y. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 464P.; PH.D. DISSERTATION, FORDHAM UNIVERSITY
ACCULTURATION, COMMUNITY INFLUENCE, COMMUNITY SURVEYS, CUBANS, EMPLOYMENT OPPORTUNITIES, IMMIGRANTS, LATIN AMERICAN CULTURE, SOCIAL ADJUSTMENT, SPANISH AMERICANS, VOCATIONAL ADJUSTMENT
THIS STUDY OF THE ADJUSTMENT AND ACCULTURATION OF CUBAN REFUGEES LIVING IN WEST NEW YORK, NEW JERSEY INVESTIGATES THE HYPOTHESES THAT (1) THE FORMATION OF A TIGHTLY KNIT COMMUNITY AIDS IN THE ADJUSTMENT OF FIRST GENERATION CUBANS, ALTHOUGH IN THE SHORT RUN IT MAY RETARD THEIR ACCULTURATION, AND (2) ADJUSTMENT AND ACCULTURATION ARE EASIER FOR PERSONS FROM MIDDLE CLASS BACKGROUNDS THAN FOR IMMIGRANTS FROM POORER FAMILIES. IN ORDER

(CONT.)

3430 TO EVALUATE PROGRAMS WHICH HAVE ATTEMPTED TO HELP THE CUBANS TO ADJUST, THE RESEARCHERS INTERVIEWED AGENCY OFFICIALS AND GATHERED ALL AVAILABLE DATA FROM VARIOUS PUBLIC AND PRIVATE AGENCIES. A RANDOM SAMPLE OF 250 OF THE REFUGEES IN WEST NEW YORK, CONSTITUTING ROUGHLY 10 PERCENT OF THE TOTAL, WERE INTERVIEWED IN ORDER TO GATHER FIRST-HAND DATA. THE STUDY CONCLUDES THAT GOVERNMENTAL PROGRAMS HAVE BEEN FAR LESS EFFECTIVE THAN THE REFUGEE COMMUNITY IN AIDING ADJUSTMENT, AND DESPITE A SEVERE DOWNWARD OCCUPATIONAL MOBILITY WHICH INCREASES WITH SOCIAL CLASS, JOB SATISFACTION AND ADJUSTMENT HAVE BEEN SURPRISINGLY GOOD. (BH)
ERIC: ED051366 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 190 553, MF $0.95: FOR HARDCOPY PRICE SEE CATALOG)

3431 OCCUPATIONAL ADVANCEMENT IN THE LATE 1960S AN INDIRECT TEST OF THE DUAL LABOR MARKET HYPOTHESIS. DISCUSSION PAPERS NO. 291-75. AUG 75
LEIGH, DUANE E.
WISCONSIN UNIV., MADISON. INST. FOR RESEARCH ON POVERTY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 30P.
AGE DIFFERENCES, CAREER LADDERS, CAUCASIANS, CENSUS FIGURES, EMPLOYMENT OPPORTUNITIES, LABOR MARKET, LABOR PROBLEMS, LABOR TURNOVER, MALES, NEGROES, OCCUPATIONAL MOBILITY, RACIAL DIFFERENCES, RACIAL DISCRIMINATION
IN THIS STUDY, THE OCCUPATIONAL ADVANCEMENT OF BLACK AND WHITE WORKERS OF COMPARABLE AGES IS COMPARED THROUGH LONGITUDINAL CENSUS DATA. TWO SPECIFIC HYPOTHESES ARE TESTED WHICH PROPOSE (1) LARGE AND SYSTEMATIC RACIAL DIFFERENTIALS EXIST IN THE EFFECT OF MOBILITY ON OCCUPATIONAL ADVANCEMENT BETWEEN FIRMS: AND (2) DIFFERENTIALS IN INTRAFIRM OCCUPATIONAL ADVANCEMENT EXIST FOR WORKERS OF EQUIVALENT ENDOWMENTS WITHIN FIRMS. A MODEL OF OCCUPATIONAL ADVANCEMENT ALONG WITH EMPIRICAL VARIABLES FROM TWO SOURCES OF LONGITUDINAL DATA ARE DISCUSSED. RESULTS INDICATE THAT NEITHER THE YOUNG NOR THE OLD MEN IN THE SAMPLE PROVIDE EVIDENCE OF A SYSTEMATIC RACIAL DIFFERENTIAL IN THE EFFECT OF MOBILITY BETWEEN FIRMS ON OCCUPATIONAL ADVANCEMENT. THE EVIDENCE ON ADVANCEMENT WITHIN FIRMS IS SAID TO BE LESS UNEQUIVOCAL. GIVEN THE RACIAL DIFFERENTIAL IN INITIAL OCCUPATIONAL LEVELS, HOWEVER, SMALL BLACK-WHITE DIFFERENCES IN ADVANCEMENT ARE SHOWN TO APPEAR WITHIN INTERNAL LABOR MARKETS. (AM)
ERIC: ED111917

3432 OCCUPATIONAL ADVANCEMENT IN THE LATE 1963S: AN INDIRECT TEST OF THE DUAL LABOR MARKET HYPOTHESIS 1976
LEIGH, D.E.
JOURNAL OF HUMAN RESOURCES, VOL.11, NO.2, SPRING 1976, P. 155-171. BIBLIOG. 14
DATA COLLECTION, DISCRIMINATION, HUMAN RESOURCE DEVELOPMENT, JOB ADVANCEMENT, LABOR MARKET, LABOR TURNOVER, MINORITIES, MODELING, QUANTITATIVE METHODS, REGRESSION ANALYSIS, STATISTICS, SURVEY, WAGES, WORKING CONDITIONS
SECONDARY JOB SECTOR IS CHARACTERISED BY A LACK OF UPGRADING CHARACTERISTICS AND HENCE, BY HIGH TURNOVER. TYPE OF INDUSTRY HAS AN EFFECT ON THE RATE OF TURNOVER. RESULTS OF THE SURVEY INDICATE THAT INCIDENCE OF SHIFTS BETWEEN FIRMS AND INDUSTRIES IS QUITE SIMILAR FOR BLACKS AND WHITES IN COMPARABLE AGE CATEGORIES. BLACK WORKERS WERE ABLE TO MAKE GAIN IN OCCUPATIONAL STATUS, BUT RACE IS STILL A FACTOR IN JOB ADVANCEMENT.
MGMT: JHR76N0155

3433 OCCUPATIONAL ANALYSIS FOR HUMAN RESOURCE DEVELOPMENT A REVIEW OF UTILITY OF THE TASK INVENTORY. RESEARCH REPORT NO. 25. APR 76
MOORE, BRIAN E.
OFFICE OF CIVILIAN MANPOWER MANAGEMENT (NAVY), WASHINGTON, D.C.: TEXAS UNIV., AUSTIN. OFFICE OF NAVAL RESEARCH, ARLINGTON, VA. PERSONNEL AND TRAINING RESEARCH PROGRAMS OFFICE.
CONTRACT NO. N-00014-75-00616
NOTES: 85P.: EXHIBIT 1 (GENEOLOGY OF WORK DESIGN) ON PAGE 3 MAY NOT REPRODUCE WELL DUE TO SMALL TYPE
CAREER LADDERS, CLUSTER GROUPING, COMPUTER ORIENTED PROGRAMS, EVALUATION, INFORMATION PROCESSING, INFORMATION SYSTEMS, JOB ANALYSIS, JOB DEVELOPMENT, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, OCCUPATIONAL INFORMATION, STATE OF THE ART REVIEWS, TASK ANALYSIS, CODAP, COMPREHENSIVE OCCUPATIONAL DATA ANALYSIS PROGRAMS, MODELS FOR ORGANIZATION DESIGN AND STAFFING, MOOS, TASK INVENTORIES
A REVIEW OF THE ISSUES CONCERNING THE FIELD OF OCCUPATIONAL ANALYSIS WAS UNDERTAKEN IN ORDER TO INDICATE THE COMPARATIVE STRENGTHS AND WEAKNESSES OF THE TASK INVENTORY (TI). SPECIFICALLY, THE SIGNIFICANCE OF THE TI WAS ASSESSED FOR RELIABILITY AND VALIDITY, JOB ANALYSIS AND EVALUATION, OCCUPATIONAL RESTRUCTURING AND CAREER LADDER DEVELOPMENT, AND MANPOWER PLANNING. PARTICULAR ATTENTION IS PLACED ON THE COMPREHENSIVE OCCUPATIONAL DATA ANALYSIS PROGRAMS (CODAP) ORIGINALLY DEVELOPED BY THE AIR FORCE AS IT IS APPLIED IN THE NAVY CIVILIAN MODELS FOR ORGANIZATION DESIGN AND STAFFING (MOOS) SYSTEM. THE TI/CODAP WAS FOUND TO PRODUCE ACCURATE, RELIABLE, AND COMPREHENSIVE JOB DATA. PERSONNEL ASSIGNMENT MODELLING WAS DISCUSSED AS A SPECIAL ADAPTATION OF THE TI. THE CREATION OF A COMPREHENSIVE AND EXHAUSTIVE PERSON/POSITION DATA FILE WAS COMBINED WITH LOW COST, ACCURACY OF ASSIGNMENT, AND COMPUTERIZED SPEED. IN SUM, THE RELEVANCE, UTILITY, AND COMPREHENSIVENESS OF THE TI/CODAP SEEMS TO OFFER A SIGNIFICANT STEP FORWARD OVER OTHER FORMS OF OCCUPATIONAL ANALYSIS. (TA)
ERIC: ED131192

3434 OCCUPATIONAL ANALYSIS OF COMPUTERS IN MEDICAL SCIENCES. JUN 69
LEWIS, ANN
CALIFORNIA STATE EMPLOYMENT SERVICE, SACRAMENTO. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 93P.
CHARTS, COMPUTERS, COMPUTER SCIENCE, HEALTH OCCUPATIONS, HEALTH PERSONNEL, OCCUPATIONAL INFORMATION
ELECTRONIC COMPUTERS HAVE CAUSED NUMEROUS CHANGES IN MEDICAL HEALTH SCIENCES, AND THE ABILITIES OF THE COMPUTER ARE SO GREAT THAT MUCH RESEARCH THINKING, ADMINISTRATIVE PLANNING, AND OTHER MEDICAL ACTIVITIES ARE CONTROLLED LARGELY BY WHAT THE MACHINE CAN DO. HOWEVER, DEVELOPMENTS IN COMPUTER TECHNOLOGY HAVE OCCURRED IN DIFFERENT AREAS WITH LITTLE EXCHANGE OF INFORMATION. THE REPORT PROVIDES DATA FOR COUNSELORS, STUDENTS, AND EMPLOYMENT AGENCY PERSONNEL ON TECHNOLOGICAL DEVELOPMENTS IN MEDICAL SCIENCES AND INCLUDES INFORMATION ON VOCATIONAL OPPORTUNITIES FOR UNSKILLED HIGH SCHOOL GRADUATES. OCCUPATIONAL DESCRIPTIONS FOR THE VARIOUS JOBS CREATED BY COMPUTER TECHNOLOGY ARE PRESENTED, AND A BIBLIOGRAPHY IS APPENDED. (BC)
ERIC: ED060172 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L1.2 C7312, $.45)

3435 OCCUPATIONAL ANALYSIS OF EDUCATIONAL PLANNING. 75
BRADEN, PAUL V.;PAUL, KRISHAN
NOTES: 118P.
CAREER EDUCATION, DATA COLLECTION, EDUCATIONAL NEEDS, EDUCATIONAL OBJECTIVES, EDUCATIONAL PLANNING, EDUCATIONAL PROGRAMS, JOB ANALYSIS, JOB TRAINING, OCCUPATIONAL CLUSTERS, PERFORMANCE BASED EDUCATION, PROGRAM PLANNING, TASK ANALYSIS, VOCATIONAL EDUCATION, OCCUPATIONAL ANALYSIS
THE BOOK DEALS COMPREHENSIVELY WITH OCCUPATIONAL ANALYSIS, WHICH IS DEFINED AS THE MEANS FOR IDENTIFYING AND ORGANIZING THAT PART OF INSTRUCTIONAL CONTENT WHICH IS RELEVANT TO TARGETED PERFORMANCE SITUATIONS. OCCUPATIONAL ANALYSIS YIELDS USEFUL INFORMATION FOR INSTRUCTIONAL NEEDS AND HELPS TO DETERMINE CRITICAL PERFORMANCE ASPECTS WARRANTING INCLUSION IN THE INSTRUCTIONAL PROGRAMS. PART 1 DISCUSSES THE NATURE OF OCCUPATIONAL EDUCATION AND PROVIDES THE CONCEPTUAL BACKGROUND NEEDED FOR PLANNING FOR OCCUPATIONAL EDUCATION INCLUDING DATA REQUIREMENTS FOR THE PLANNING PROCESS. PART 2 DISCUSSES THE NATURE, TECHNIQUES, AND UTILITY OF OCCUPATIONAL ANALYSIS. REASONS FOR AND METHODS OF JOB AND OCCUPATIONAL CLASSIFICATION ARE PRESENTED. SOME TECHNIQUES OF TASK AND JOB ANALYSIS ARE DISCUSSED IN THE CONTEXT OF APPLIED OCCUPATIONAL EDUCATION PROGRAM PLANNING. TECHNIQUES OF IDENTIFICATION AND DERIVATION OF INSTRUCTIONAL OBJECTIVES WHICH ARE BASED ON OCCUPATIONAL ANALYSIS OF BOTH JOBS AND TASKS ARE PRESENTED. THE INSTRUCTIONAL OBJECTIVES BECOME THE BUILDING BLOCKS OF PROGRAM CONTENT AND ARE ESSENTIAL TO OCCUPATIONAL PROGRAM PLANNING. APPENDED MATERIALS INCLUDE SOME DEFINITIONS OF JOB AND TASK ANALYSIS, A REVIEW OF THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973, A BIBLIOGRAPHY, AND A TABULATION OF THE PERCENT DISTRIBUTION OF OCCUPATION EMPLOYMENT BY INDUSTRY IN 1969 AND 1975. AN INDEX IS INCLUDED. (AUTHOR/EC)
ERIC: ED126339 CHARLES E. MERRILL PUBLISHING CO., 1300 ALUM CREEK DR., COLUMBUS, OHIO 43216 ($6.95)

3436 OCCUPATIONAL AND SCHOOL SELECTIONS EXPERIENCES WITH THE PORTLAND WIN VOUCHER TRAINING PROGRAM, PRECIS. DEC 76
DUNNING, BRUCE B.
BUREAU OF SOCIAL SCIENCE RESEARCH, INC., WASHINGTON, D.C. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. DOL-51-11-73-02
NOTES: 28P.
ADULT VOCATIONAL EDUCATION, ANCILLARY SERVICES, DECISION MAKING, EDUCATION VOUCHERS, OCCUPATIONAL CHOICE, PARTICIPANT INVOLVEMENT, POST SECONDARY EDUCATION, PROGRAM EVALUATION, SEX DIFFERENCES, STUDENT ATTITUDES, STUDENT FINANCIAL AID, TECHNICAL INSTITUTES, VOCATIONAL SCHOOLS, YOUNG ADULTS, OREGON (PORTLAND), WORK INCENTIVE PROGRAM
IN 1974, VOUCHERS FOR INSTITUTIONAL VOCATIONAL TRAINING WERE AVAILABLE IN THE WORK INCENTIVE PROGRAM (WIN) IN PORTLAND, OREGON, FROM APRIL UNTIL THE END OF SEPTEMBER. VOUCHER RECIPIENTS WERE ALLOWED UP TO SIX WEEKS IN WHICH TO DECIDE ABOUT A TRAINING OCCUPATION, LOCATE AN APPROPRIATE SCHOOL, AND MAKE ARRANGEMENTS FOR ENROLLMENT. RELATIONSHIPS BETWEEN THE WIN STAFF AND WIN CLIENTS WERE RESTRUCTURED WHEREAS STAFF MEMBERS HAD GIVEN DIRECTIVE COUNSELING TO THEIR CLIENTS, THEY NOW GAVE INFORMATION AND PERSONAL SUPPORT IN A NONDIRECTIVE MANNER. THREE QUARTERS OF THE VOUCHER RECIPIENTS WERE WOMEN. ONE HUNDRED FIFTY FOUR VOUCHER RECIPIENTS WERE INTERVIEWED WHEN THEY COMMITTED THEIR VOUCHERS TO TRAINING SCHOOLS (I.E. IN THE COMMITMENT PHASE). EQUIVALENT QUESTIONS WERE ASKED OF 163 TRAINEES WHO DID NOT HAVE VOUCHERS. RESPONSES OF VOUCHER RECIPIENTS AND TRAINEES WITHOUT VOUCHERS WERE COMPARED. THESE RESPONSES DEALT WITH SUCH TOPICS AS THE CHARACTERISTICS OF INSTITUTIONAL TRAINEES: THE TRAINEES PREDISPOSITIONS TOWARD OCCUPATIONS WHEN THEY ENTERED WIN AND THE WAYS IN WHICH INSTITUTIONAL TRAINING WAS PRESENTED TO THEM INITIALLY: THE EXTENT TO WHICH TRAINEES ENGAGED IN DECISION-MAKING ABOUT PARTICIPATION IN INSTITUTION TRAINING AS WELL AS ABOUT TRAINING OCCUPATIONS AND SCHOOLS: THE OCCUPATIONS AND SCHOOLS CHOSEN: AND, THE FACTORS WHICH INFLUENCED DECISIONS IN THE PORTLAND WIN INSTITUTIONALIZED TRAINING PROGRAM. HOWEVER, THE CHANGES THAT DID OCCUR IN THE COMMITTMENT PHASE WERE JUDGED DESIRABLE. (AUTHOR/JH)
ERIC: ED134639

3437 OCCUPATIONAL ASPIRATIONS AND EXPECTATIONS OF YOUTH A BIBLIOGRAPHY OF RESEARCH LITERATURE I.: EDUCATIONAL ASPIRATIONS AND EXPECTATIONS OF YOUTH A BIBLIOGRAPHY OF RESEARCH LITERATURE II.: YOUTHS PROJECTIONS FOR RESIDENCE, INCOME, AND FAMILY STATUS A BIBLIOGRAPHY OF RESEARCH LITERATURE III. DEC 70
KUVLESKY, WILLIAM P.;REYNOLDS, D. H.
TEXAS A AND M UNIV., COLLEGE STATION. DEPT. OF AGRICULTURAL ECONOMICS AND SOCIOLOGY.
NOTES: 143P.: DEPARTMENTAL INFORMATION REPORT NOS. 70-4, 70-5, AND 70-6
EDUCATIONAL OBJECTIVES, FAMILY STATUS, INCOME, OCCUPATIONAL ASPIRATION, STATUS, YOUTH EMPLOYMENT, YOUTH OPPORTUNITIES
THIS BIBLIOGRAPHY OF THREE REPORTS UPDATES THE 1967 SERIES OF COMPREHENSIVE LISTINGS OF AVAILABLE RESEARCH LITERATURE ON STATUS PROJECTIONS OF YOUTH. IT IS INTENDED TO SERVE AS A GUIDE FOR RESEARCHERS TO USE IN PLANNING NEW STUDIES AND IN PPOVIDING A BROADER BASE FOR INTERPPETING RESULTS OF STUDIES ALREADY COMPLETED. REPORTS I AND II CONTAIN ENTRIES COVERING (1) BOOKS: (2) JOURNAL ARTICLES: (3) BULLETINS AND REPORTS: AND (4) UNPUBLISHED MATERIAL. REPORT III CONTAINS THREE SECTIONS (1) RESIDENCE ORIENTATIONS: (2) INCOME ORIENTATIONS: AND (3) FAMILY ORIENTATIONS. THESE REPORTS ARE INTENDED AS AN UPDATED REVISION ONLY, OF CONTINUOUSLY COMPILED MATERIAL ON ALL RELEVANT RESEARCH PUBLISHED ON THE STATUS PROJECTIONS OF YOUTH. (TA)
ERIC: ED050357

3438 OCCUPATIONAL ASPIRATIONS OF SELECTED APPALACHIAN YOUTH. JAN67
STEVIC, RICHARD ;UHLIG, GEORGE
CAREER CHOICE, DISADVANTAGED ENVIRONMENT, DISADVANTAGED YOUTH, EDUCATIONALLY DISADVANTAGED, HIGH SCHOOLS, OCCUPATIONAL CHOICE, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, SELF CONCEPT, SUBURBS, URBAN IMMIGRATION, APPALACHIA, RURBAN
THIS STUDY EXAMINES THE OCCUPATIONAL ASPIRATIONS OF APPALACHIAN YOUTH. IT COMPARES AND CONTRASTS THESE STUDENTS WITH NATIVE AND APPALACHIAN MIGRANT STUDIES IN A RURBAN AREA OF AN OHIO CITY. THE COMPARISON INDICATES--(1) APPALACHIAN YOUTH WHO STAY IN THE GEOGRAPHIC AREA HAVE A SIGNIFICANTLY LOWER ASPIRATIONAL LEVEL THAN DO THOSE STUDENTS WHO ARE NATIVE TO AN URBAN AREA, (2) THE APPALACHIAN YOUTH HAVE DIFFERENT ROLE MODELS AND CHARACTERISTICS FOR SUCCESS THAN THOSE STUDENTS WHO HAVE MIGRATED FROM THE APPALACHIAN AREA, AND (3) ONE OF THE MAJOR PROBLEMS IN RAISING THE OCCUPATIONAL ASPIRATIONS OF APPALACHIAN STUDENTS APPEARS TO BE LACK OF INFORMATION AND OPPORTUNITY RATHER THAN LACK OF ABILITY. THIS ARTICLE APPEARED IN PERSONNEL AND GUIDANCE JOURNAL, JANUARY, 1967. (SF)
ERIC: ED013159

3439 OCCUPATIONAL CHOICE A CONDITIONAL LOGIT MODEL WITH SPECIAL REFERENCE TO WAGE SUBSIDIES AND OCCUPATIONAL CHOICE. FINAL REPORT. NOV 73
BOSKIN, MICHAEL J.
STANFORD UNIV., CALIF. DEPT. OF ECONOMICS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 46P.: REVISED, NOVEMBER 1973
ECONOMIC RESEARCH, FEDERAL AID, FEMALES, HUMAN CAPITAL, LABOR SUPPLY, MALES, MATHEMATICAL MODELS, OCCUPATIONAL CHOICE, RACE, STATISTICAL ANALYSIS, TRAINING, UNEMPLOYMENT, WAGES
A MODEL OF OCCUPATIONAL CHOICE BASED ON THE THEORY OF HUMAN CAPITAL IS DEVELOPED AND ESTIMATED BY CONDITIONAL LOGIT ANALYSIS. THE EMPIRICAL RESULTS ESTIMATED THE PROBABILITY OF INDIVIDUALS WITH CERTAIN CHARACTERISTICS (SUCH AS RACE, SEX, AGE, AND EDUCATION) ENTERING EACH OF 11 OCCUPATIONAL GROUPS. THE RESULTS INDICATE THAT INDIVIDUALS TEND TO CHOOSE THOSE OCCUPATIONS WITH THE HIGHEST DISCOUNTED PERCENT VALUE OF POTENTIAL FUTURE EARNINGS, THE LOWEST PRESENT VALUE OF EXPECTED EARNINGS FOREGONE DUE TO UNEMPLOYMENT, AND THE LOWEST RAINING COST RELATIVE TO NET WORTH. THE RELATIVE WEIGHTS GIVEN TO THESE THREE VARIABLES IN CHOOSING OCCUPATIONS VARIED MARKEDLY BY RACE AND SEX. WHITE MALES TENDED TO WEIGHT EXPECTED EARNINGS MUCH MORE HEAVILY RELATIVE TO EARNINGS FOREGONE DUE TO UNEMPLOYMENT THAN BLACK MALES OR FEMALES OF EITHER RACE. RESULTS WERE THEN EMPLOYED IN AN ANALYSIS OF THE EFFECTS OF A NATIONAL WAGE SUBSIDY SCHEME ON THE SELECTION PROBABILITIES FOR EACH OCCUPATION. THE RESULTS SUGGESTED A HIGHER PROBABILITY OF ENTERING LOW WAGE OCCUPATIONS DUE TO THE GREATER RELATIVE IMPORTANCE OF THE SUBSIDY IN THESE OCCUPATIONS. (AUTHOR/EA)
ERIC: ED117482

3440 OCCUPATIONAL CHOICE AND PERCEIVED GOAL-BLOCKAGE RESIDENTIAL AND RACIAL COMPARISONS. FEB 72
COSBY, ARTHUR G.;PICOU, J. STEVEN
TEXAS A AND M UNIV., COLLEGE STATION. TEXAS AGRICULTURAL EXPERIMENT STATION. DEPARTMENT OF AGRICULTURE, WASHINGTON, D.C.
NOTES: 26P.: PAPER PRESENTED AT THE RURAL SOCIOLOGY SECTION OF THE ASAW MEETINGS, RICHMOND, VIRGINIA, FEBRUARY 1972
ASPIRATION, ECONOMIC FACTORS, EDUCATIONAL BACKGROUND, EXPECTATION, NEGRO YOUTH, OBJECTIVES, OCCUPATIONAL CHOICE, RACIAL FACTORS, RURAL URBAN DIFFERENCES, RURAL YOUTH, SOCIAL MOBILITY, SOCIOECONOMIC STATUS
THE PURPOSE OF THIS PAPER IS TO EXAMINE SOME FACTORS WHICH MAY HAVE AN EFFECT ON OCCUPATIONAL CHOICE AND PERCEIVED GOAL-BLOCKAGE OF HIGH SCHOOL STUDENTS IN 2 SELECTED GEOGRAPHICAL AREAS. THE FACTORS EXAMINED ARE RESIDENCE, RACE, EDUCATION, AND SELF-CONCEPT. GROUP I CONSISTED OF 264 MALE AND FEMALE BLACK HIGH SCHOOL SENIORS IN LOUISIANA. THE RURAL SUBSAMPLE CONSISTED OF 157 STUDENTS, 67 MALE AND 90 FEMALE. GROUP II CONSISTED OF 494 HIGH SCHOOL STUDENTS IN 15 EAST TEXAS HIGH SCHOOLS WHO WERE INTERVIEWED IN BOTH THEIR SOPHOMORE AND SENIOR YEARS. THE SECOND SAMPLE WAS DESIGNED TO INSURE THE INCLUSION OF MALE, FEMALE, BLACK, AND WHITE STUDENTS. MAJOR FINDINGS WERE

(CONT.)

3440 THAT LOWER-CLASS SOUTHERN RURAL AND URBAN BLACK YOUTH HAVE RELATIVELY HIGH-STATUS OCCUPATIONAL DESIRES, THAT SIGNIFICANT DIFFERENCES EXISTED BETWEEN RURAL AND URBAN FEMALES IN THE HIGH ASPIRATION AND EXPECTATION CATEGORIES, THAT THE RESPONDENTS TENDED TO SHOW AGREEMENT IN THEIR PERCEPTION OF BLOCKING FACTORS, THAT THE PROPOSITION THAT URBAN YOUTH WILL EXPERIENCE LOWER LEVELS OF PERCEIVED GOAL BLOCKAGE THAN RURAL YOUTH WAS ONLY PARTIALLY SUPPORTED, THAT WHITE YOUTH WILL EXPERIENCE LOWER LEVELS OF PERCEIVED BLOCKAGE THAN BLACK YOUTH, AND THAT THE PERCEPTION OF GOAL BLOCKAGE WILL NOT INCREASE AS HIGH SCHOOL STUDENTS APPROACH THE TIME OF GRADUATION. (PS)
ERIC: ED067205

3441 OCCUPATIONAL CHOICES AND VOCATIONAL SCHOOL SELECTIONS EXPERIENCES WITH THE PORTLAND WIN VOUCHER TRAINING PROGRAM. DEC 76
DUNNING, BRUCE B.
BUREAU OF SOCIAL SCIENCE RESEARCH, INC., WASHINGTON, D.C. EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
GRANT NO. DOL-51-11-73-02
NOTES: 294P.
ADULT VOCATIONAL EDUCATION, ANCILLARY SERVICES, DECISION MAKING, EDUCATION VOUCHERS, OCCUPATIONAL CHOICE, PARTICIPANT INVOLVEMENT, POST SECONDARY EDUCATION, PROGRAM EVALUATION, SEX DIFFERENCES, STUDENT ATTITUDES, STUDENT FINANCIAL AID, SURVEYS, TECHNICAL INSTITUTES, VOCATIONAL SCHOOLS, YOUNG ADULTS, OREGON (PORTLAND), WORK INCENTIVE PROGRAM
THIS IS A STUDY OF A VOUCHER PROGRAM ADMINISTERED BY THE PORTLAND WORK INCENTIVE PROGRAM (WIN). THE VOUCHER PROGRAM WAS DESIGNED TO GIVE WIN PARTICIPANTS (1) THE FREEDOM TO CHOOSE THEIR OWN OCCUPATIONS AND VOCATIONAL TRAINING SCHOOLS; AND (2) THE RESPONSIBILITY FOR ARRANGING TO ENROLL IN THOSE SCHOOLS. THE PRIMARY ROLE OF WIN STAFF MEMBERS WAS TO PROVIDE INFORMATION AND PERSONAL SUPPORT WHEN ASKED TO TO SO. AS OF MAY 1974, INSTITUTIONAL VOCATIONAL TRAINING VOUCHERS WERE AVAILABLE TO ALL WIN PARTICIPANTS. EACH VOUCHER WAS GOOD FOR UP TO ONE YEAR OF TRAINING IN ANY SCHOOL IN THE PORTLAND METROPOLITAN AREA. THERE WAS NO COST-OF-TRAINING LIMIT. VOUCHER RECIPIENTS WERE INTERVIEWED, FIRST, WHEN THEY USED THEIR VOUCHERS, AND, SECOND, WHEN THEY COMPLETED OR DROPPED OUT OF TRAINING. THIS REPORT DISCUSSES THE FIRST INTERVIEW. ONE HUNDRED AND FIFTY-FOUR VOUCHER RECIPIENTS WERE INTERVIEWED. THEIR RESPONSES WERE COMPARED WITH THOSE OF 163 PERSONS WHO HAD PARTICIPATED IN WIN INSTITUTIONAL TRAINING UNDER CONVENTIONAL PROCEDURES. THE STUDY CONCLUDES THAT THE VOUCHERING OF TRAINING IN WIN WAS FEASIBLE IN PORTLAND. VOUCHERING RESULTED IN MORE CLIENTS HAVING MORE FREEDOM TO MAKE THEIR OWN DECISIONS THAN HAD BEEN THE CASE IN THE REGULAR PROGRAM. (AUTHOR/JM)
ERIC: ED134638

3442 OCCUPATIONAL CHOICES OF RURAL YOUTH. 66
HALLER, ARCHIBALD O.
ACADEMIC ACHIEVEMENT, ASPIRATION, EDUCATION, INTELLIGENCE, OCCUPATIONAL CHOICE, PERSONALITY, RURAL YOUTH, REFERENCE MATERIALS
THIS ARTICLE REVIEWS RESEARCH LITERATURE ON EDUCATIONAL AND OCCUPATIONAL CHOICES OF FARM BOYS, AND THE PROCESS BY WHICH THEIR OCCUPATIONAL PERFORMANCE IS INFLUENCED. IT CONCLUDES THAT GEOGRAPHIC ISOLATION AND PLANS REGARDING FARMING INFLUENCE THE NONFARM OCCUPATIONAL SUCCESS OF FARM-REARED YOUTH. THE ARTICLE SUGGESTS PRACTICAL PROGRAMS TO ALLEVIATE THE OCCUPATIONAL PROBLEMS WHICH RURAL YOUTH FACE. THIS ARTICLE IS A REPRINT FROM THE JOURNAL OF COOPERATIVE EXTENSION, SUMMER 1966. (CL)
ERIC: ED012204

3443 OCCUPATIONAL COMMUNICATIONS SKILLS ANALYSIS. FINAL REPORT. MAY 76
BLUE, JAMES L.;AND OTHERS
WASHINGTON STATE COMMISSION FOR VOCATIONAL EDUCATION, OLYMPIA. CENTER FOR ADULT, VOCATIONAL, TECHNICAL, AND MANPOWER EDUCATION (DHEW/OE), WASHINGTON, D.C.
GRANT NO. OEG-0-74-1726
NOTES: 314P.
AGRICULTURAL OCCUPATIONS, COMMUNICATIONS, COMMUNICATION SKILLS, CURRICULUM DEVELOPMENT, CURRICULUM PLANNING, HEALTH OCCUPATIONS, JOB ANALYSIS, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, OCCUPATIONS, OFFICE OCCUPATIONS, ORAL COMMUNICATION, RESEARCH, SKILL ANALYSIS, TECHNICAL OCCUPATIONS, VERBAL COMMUNICATION, VOCATIONAL EDUCATION, WRITING SKILLS
SINCE SPEAKING, WRITING, LISTENING AND READING ARE USED DAILY IN THE PERFORMANCE OF VIRTUALLY ALL JOBS FOR WHICH VOCATIONAL TRAINING IS AVAILABLE, A PROJECT WAS CONDUCTED WITH THE FOLLOWING OBJECTIVES (1) TO DETERMINE BASIC COMMUNICATION SKILLS THAT ARE COMMON TO JOBS IN SEVEN OCCUPATIONAL FIELDS, (2) TO IDENTIFY THE BASIC COMMUNICATIONS SKILLS NEEDED FOR EMPLOYEE ENTRY LEVEL COMPETENCY, AND SUPERVISOR LEVEL COMPETENCY, AND (3) TO DISSEMINATE THE PROJECT RESULTS. EMPLOYEES AND SUPERVISORS FROM 30 OCCUPATIONAL CLUSTERS ANSWERED WRITTEN QUESTIONNAIRES ABOUT THE COMMUNICATIONS SKILLS INVOLVED IN SENDING COMMUNICATIONS AND RECEIVING COMMUNICATIONS. SKILLS WERE DIVIDED INTO WAYS OF COMMUNICATING, KINDS OF INFORMATION, AND EFFECTIVENESS OF COMMUNICATIONS. JOB CATEGORIES WERE SELECTED ON THE BASIS OF EXISTING PROGRAMS, PROJECTED PROGRAMS, AND AN EMPLOYMENT SECURITY LIST OF PROJECTED NEEDS. IN GENERAL, IT WAS FOUND THAT QUESTIONNAIRE RESPONDENTS RELIED HEAVILY ON ORAL COMMUNICATIONS FOR BOTH SENDING AND RECEIVING COMMUNICATIONS ON A JOB. TALKING AND LISTENING TO ONE PERSON FACE-TO-FACE WAS REPORTED AS THE MOST FREQUENT WAY OF COMMUNICATING. COMMUNICATION CURRICULA, BASED ON A TASK ANALYSIS OF THE JOB, SHOULD BE DEVELOPED IN ALL VOCATIONAL FIELDS AND SHOULD EMPHASIZE THE DEVELOPMENT OF ONE-TO-ONE, FACE-TO-FACE TALKING AND LISTENING SKILLS AND INFORMAL

(CONT.)
3443 WRITING SKILLS. THE BULK OF THIS REPORT CONSISTS OF TABLES AND GRAPHS DEPICTING RESULTS FOR THE SEVEN OCCUPATIONAL GROUPS AS WELL AS FOR INDIVIDUAL OCCUPATIONS WITHIN THOSE GROUPS. MAJOR OCCUPATIONAL CATEGORIES ARE AGRICULTURAL, BUSINESS AND OFFICE, DISTRIBUTIVE AND MARKETING, HEALTH, HOME AND FAMILY LIFE, TECHNICAL, AND TRADE AND INDUSTRIAL. APPENDIXES CONTAIN THE QUESTIONNAIRES USED WITH EMPLOYEES, SUPERVISORS, EMPLOYEE ADVISORY GROUPS, AND SUPERVISOR ADVISORY GROUPS. (AUTHOR/HD)
ERIC: ED134823

3444 THE OCCUPATIONAL COMPOSITION OF WHITE FEMALES SEXISM, RACISM AND OCCUPATIONAL DIFFERENTIATION MAR 72
MARTIN, WALTER L.:POSTON, DUDLEY L., JR.
SOCIAL FORCES:50:3:349-355
EMPLOYMENT PATTERNS, EMPLOYMENT TRENDS, FEMALES, OCCUPATIONAL CHOICE, OCCUPATIONAL SURVEYS, RACIAL DIFFERENCES, SEX DIFFERENCES, WORKING WOMEN, STANDARD METROPOLITAN STATISTICAL AREAS
ERIC: EJ060215

3445 OCCUPATIONAL DEFERMENTS IN U. S. INDUSTRY. APR 70
ALDEN, JOHN D.:VETTER, BETTY M.
ENGINEERING JOINT COUNCIL, NEW YORK, N.Y. ENGINEERING MANPOWER COMMISSION: SCIENTIFIC MANPOWER COMMISSION, WASHINGTON, D.C.
NOTES: 7P.
EMPLOYERS, EMPLOYMENT PROBLEMS, ENGINEERS, INDUSTRY, MANPOWER NEEDS, OCCUPATIONAL SURVEYS, PERSONNEL NEEDS, SCIENTISTS, SKILLED OCCUPATIONS, ENGINEERING MANPOWER COMMISSION
CONTAINED ARE THE RESULTS AND CONCLUSIONS OF A SURVEY CONDUCTED IN DECEMBER, 1969, TO ASCERTAIN THE EXTENT TO WHICH OCCUPATIONAL DEFERMENTS ARE AN IMPORTANT FACTOR IN MANPOWER UTILIZATION. A QUESTIONNAIRE WAS SENT TO EMPLOYERS IN THE FOLLOWING MAJOR EMPLOYMENT CATEGORIES - AEROSPACE AND DEFENSE: CHEMICALS, METALS AND PETROLEUM: CONSTRUCTION AND MINING: ELECTRICAL EQUIPMENT: MACHINERY AND MANUFACTURED PRODUCTS: PUBLIC UTILITIES: RESEARCH AND TECHNICAL SERVICES, AND GOVERNMENT AGENCIES. THESE EMPLOYERS WERE ASKED TO REPORT THE NUMBER OF MEN BETWEEN AGES 19 AND 26 WHO WERE CURRENTLY OCCUPATIONALLY DEFERRED IN CLASS II-A OR FOR WHOM SUCH DEFERMENTS WERE BEING SOUGHT, AND THE TOTAL NUMBER OF MEN WITH SIMILAR QUALIFICATIONS. THEY WERE ALSO ASKED TO GIVE THEIR ESTIMATE OF THE EFFECT ON THE COMPANY IF ABOUT HALF OF THESE DEFERRED MEN WERE DRAFTED AT RANDOM. THE MAIN FINDINGS ARE THAT (1) 13,310 IN CLASS II-A ARE CURRENTLY EMPLOYED BY 279 EMPLOYERS, (2) ANOTHER 2,938 DEFERMENTS ARE BEING REQUESTED, (3) THE EFFECT OF ABRUPTLY ELIMINATING DEFERMENTS WOULD BE MOST WIDESPREAD IN THE AEROSPACE, RESEARCH, CHEMICAL AND PETROLEUM INDUSTRIES, AND (4) THE EFFECT WOULD BE FOCUSED MOST HEAVILY ON SPECIFIC EMPLOYERS IN NEARLY ALL INDUSTRIES, RATHER THAN ON ENTIRE INDUSTRIES. (LC)
ERIC: ED040059 ENGINEERS JOINT COUNCIL, 345 EAST 47TH ST., NEW YORK, N.Y. 10017 ($0.50)

3446 OCCUPATIONAL EDUCATION AND JOBS A BUSINESS APPROACH. 72
KORN, ALLAN L.: ZOLLER, JOHN
CONTRACT NO. 16
DISADVANTAGED YOUTH, EMPLOYMENT PROGRAMS, OCCUPATIONAL GUIDANCE, VOCATIONAL DEVELOPMENT, YOUTH EMPLOYMENT, PROGRAM ATTITUDES, SUMMER PROGRAMS, TEENAGERS, URBAN YOUTH, YOUTH OPPORTUNITIES, JUNIOR ACHIEVEMENT, NATIONAL ALLIANCE OF BUSINESSMEN, BUFFALO
THIS PAPER DESCRIBES THE NATIONAL ALLIANCE OF BUSINESSMENS JUNIOR ACHIEVEMENT PROGRAM FOR DISADVANTAGED YOUTH CONDUCTED IN THE SUMMER OF 1971 IN BUFFALO, NEW YORK. IN ADDITION TO THE OPPORTUNITY TO BECOME ASSOCIATED WITH THE WORKING WORLD BY PARTICIPATING IN BUSINESS UNDER THE GUIDANCE OF ADVISORS, THE TEENAGERS IN THE PROGRAM WERE GIVEN ADDITIONAL VOCATIONAL DEVELOPMENT TRAINING THROUGH LECTURES, FILMS, BOOKS, AND TOURS TO LOCAL FIRMS. THE PRINCIPAL OBJECTIVE OF THIS PROGRAM WAS TO EXPOSE YOUTH FROM DISADVANTAGED FAMILIES TO UNFAMILIAR ENVIRONMENTS AND SITUATIONS SO THAT THEY MIGHT BE BETTER EQUIPPED FOR FUTURE EMPLOYMENT. REACTIONS OF THE 170 TEENAGERS WHO PARTICIPATED IN THE 9-WEEK PROGRAM ARE DETAILED IN THE PAPER. THE MAJORITY INDICATED THAT THE EXPERIENCE WAS WORTHWHILE AND THAT THEY HAD LEARNED SOMETHING ABOUT BUSINESS. THE PAPER CONCLUDES THAT YOUTH EMPLOYMENT COULD BE MADE MORE MEANINGFUL THROUGH A CAREER APPROACH IN THE SCHOOLS TO GIVE STUDENTS A BACKGROUND IN THE QUALITY AND ECONOMICS OF LIFE THROUGH A COMBINATION OF EDUCATION AND TRAINING. (MF)
AIM/ARM: VT100150

3447 OCCUPATIONAL EDUCATION AND TRAINING FOR DEVELOPMENT: ACCOUNT OF AN INTERNATIONAL CONFERENCE AT STANFORD. 68
ALEXANDER-FRUTSCHI, MARIAN, ED.
STANFORD UNIV., CALIF. STANFORD INTERNATIONAL DEVELOPMENT EDUCATION CENTER (SIDEC). OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. OEC-4-7-062597-1654
NOTES: 228P.
AGRICULTURAL EDUCATION, CONFERENCE REPORTS, CURRICULUM DEVELOPMENT, EDUCATIONAL IMPROVEMENT, EDUCATIONAL NEEDS, EDUCATIONAL PROBLEMS, FOREIGN COUNTRIES, INTERDISCIPLINARY APPROACH, INTERNATIONAL PROGRAMS, ORGANIZATION, PROGRAM PLANNING, RESEARCH NEEDS, VOCATIONAL EDUCATION, WORKSHOPS, WORKSHOP ON OCCUPATIONAL EDUCATION AND TRAINING
THIRTY-THREE PARTICIPANTS WITH EXPERIENCE IN 15 COUNTRIES CONCERNED THEMSELVES WITH THE

(CONT.)

3447 FOLLOWING ISSUES (1) THE ROLE OF EDUCATION IN ACHIEVING ECONOMIC-SOCIAL-POLITICAL DEVELOPMENT, (2) TYPES OF SKILLS, KNOWLEDGE, AND PERSONALITY TRAITS NEEDED IN DIFFERENT OCCUPATIONAL ROLES, (3) THE ALLOCATION OF FUNCTIONS OF OCCUPATIONAL EDUCATION AMONG VARIOUS INSTITUTIONS AND SYSTEMS OF INSTRUCTION, (4) ORGANIZATIONS AND INCENTIVES FOR PROMOTING TRAINING BY EMPLOYING ORGANIZATIONS, (5) WAYS OF PROVIDING FEEDBACK ABOUT THE ACTUAL NEEDS OF THE PRODUCTION SYSTEM, (6) THE ADVISABILITY OF SEPARATE ACADEMIC AND VOCATIONAL SCHOOLS AT SECONDARY LEVEL, (7) THE COST EFFECTIVESS OF OCCUPATIONAL EDUCATION, AND (8) METHODS OF FINANCING OCCUPATIONAL EDUCATION. MAJOR TOPICS DISCUSSED DURING THE JULY 24-AUGUST 4, 1967 PERIOD WERE (1) INTERRELATIONSHIPS OF GENERAL AND OCCUPATIONAL EDUCATION, (2) CURRICULUM DEVELOPMENT IN OCCUPATIONAL EDUCATION AND TRAINING, (3) ORGANIZATION OF OCCUPATIONAL EDUCATION AND TRAINING, (4) AGRICULTURAL AND RURAL ASPECTS OF OCCUPATIONAL EDUCATION AND TRAINING, AND (5) FRONTIERS FOR ACTION IN OCCUPATIONAL EDUCATION AND TRAINING. DISCUSSION OF THE WORKSHOP PARTICIPANTS, 16 PREPARED PAPERS PRESENTED FOR DISCUSSION BY PARTICIPANTS, AND A REFERENCE LIST ARE INCLUDED. (DH)
ERIC: ED029122 PUBLICATIONS SECRETARY, SIDEC, SCHOOL OF EDUCATION, P.O. BOX 2329, STANFORD, CALIFORNIA 94305

3448 OCCUPATIONAL EDUCATION AS A SOURCE OF ECONOMIC GROWTH. 30 NOV 72
BOLINO, AUGUST C.
CATHOLIC UNIV. OF AMERICA, WASHINGTON, D.C. DEPT. OF ECONOMICS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 269P.
ADULT EDUCATION PROGRAMS, ADULT VOCATIONAL EDUCATION, ECONOMIC DEVELOPMENT, ECONOMIC PROGRESS, EMPLOYMENT, LABOR ECONOMICS, LABOR FORCE, LABOR MARKET, MANPOWER DEVELOPMENT, TECHNICAL REPORTS
IN DETERMINING THE CONTRIBUTION OF EDUCATION TO ECONOMIC GROWTH, DENISON OMITTED OCCUPATIONAL EDUCATION BECAUSE IT WOULD HAVE BUT LITTLE EFFECT. HE ESTIMATES THAT EDUCATION ACCOUNTED FOR 23 PERCENT OF THE 2.93 PERCENTAGE POINT RATE OF GROWTH OF NATIONAL PRODUCT FROM 1929-1957 AND 12 PERCENT OF THE 1909-1929 GROWTH. THIS RESEARCH HAS TWO MAIN OBJECTIVES TO TRACE THE DEVELOPMENT OF OCCUPATIONAL EDUCATION AND TO RECOMPUTE LABOR PRODUCTIVITY BY ADDING IN THE OMITTED TYPES OF EDUCATION ADULT EDUCATION, ADULT VOCATIONAL EDUCATION, APPRENTICESHIPS, CORRESPONDENCE SCHOOLS, FEDERAL TRAINING PROGRAMS, ON-THE-JOB TRAINING, PRIVATE BUSINESS SCHOOLS, AND SPECIAL SCHOOLS. (AUTHOR)
ERIC: ED074369 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-214-189, MF $.95 HC $6.75)

3449 OCCUPATIONAL EMPLOYMENT PATTERNS FOR 1960 AND 1975. DEC 68
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 249P.
EMPLOYMENT PATTERNS, EMPLOYMENT PROJECTIONS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, LABOR ECONOMICS, LABORERS, NATIONAL SURVEYS, OCCUPATIONAL SURVEYS, OCCUPATIONS, STATISTICAL DATA, STATISTICAL SURVEYS
ESTIMATES OF THE OCCUPATIONAL COMPOSITION OF EMPLOYMENT BY INDUSTRIES FOR 1960 AND PROJECTIONS FOR 1970 ARE PRESENTED, WITH OCCUPATIONAL PROFILES FOR 116 INDUSTRIES INCLUDING ALL TYPES OF ECONOMIC ACTIVITIES. TOTAL EMPLOYMENT PERCENTAGES ARE INCLUDED FOR ABOUT 160 OCCUPATIONAL CATEGORIES CLASSIFIED IN BROAD OCCUPATIONAL GROUPS. INDUSTRY-OCCUPATIONAL RATIOS PROJECTED TO 1975 WERE USED TO DETERMINE FUTURE OCCUPATIONAL EMPLOYMENT REQUIREMENTS BY APPLYING THEM TO PROJECTIONS OF TOTAL EMPLOYMENT IN EACH INDUSTRY FOR 1975. AN AVERAGE OF 89 MILLION PERSONS ARE EXPECTED TO BE AT WORK BY 1975, AN INCREASE OF ONE-THIRD OVER THE 67 MILLION EMPLOYED IN 1960. THE LABOR FORCE OF 1975 WILL BE COMPOSED OF A LARGER PROPORTION OF YOUNG PERSONS. EMPLOYMENT REQUIREMENTS FOR ALL NON-AGRICULTURAL OCCUPATIONS ARE PROJECTED TO INCREASE 39 PERCENT. WHITE COLLAR WORKERS WILL CONTINUE A LONG-TERM HIGH RATE OF GROWTH TO INCLUDE ALMOST HALF OF ALL EMPLOYED WORKERS BY 1975. THE NUMBER OF BLUE COLLAR JOBS IS EXPECTED TO INCREASE, BUT PROPORTIONALLY WILL FALL TO ABOUT ONE-THIRD OF THE TOTAL EMPLOYMENT. THE SERVICE WORKERS GROUP IS EXPECTED TO REQUIRE MORE THAN 4 MILLION ADDITIONAL WORKERS, A 50 PERCENT INCREASE. REQUIREMENTS FOR FARMERS AND FARM LABORERS ARE EXPECTED TO DECLINE BY MORE THAN 37 PERCENT BY 1975. THE DOCUMENT CONTAINS STATISTICAL DATA AND EXTENSIVE TABLES AND CHARTS. (FP)
ERIC: ED053243 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (BLS BULLETIN 1599, $2.25)

3450 OCCUPATIONAL EMPLOYMENT STATISTICS, 1960-70. 72
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 52P.
EMPLOYMENT PATTERNS, EMPLOYMENT PROJECTIONS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, GOVERNMENT PUBLICATIONS, LABOR ECONOMICS, LABOR FORCE, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, OCCUPATIONAL SURVEYS, TABLES (DATA), TECHNOLOGICAL ADVANCEMENT
THIS GOVERNMENT PUBLICATION PROVIDES A SUMMARY OF OCCUPATIONAL CHANGES OCCURRING BETWEEN 1960 AND 1970 AND PRESENTS OCCUPATIONAL ESTIMATES BY INDUSTRY, WHICH WERE DERIVED FROM SUCH SOURCES AS THE 1960 CENSUS AND SURVEYS CONDUCTED BY THE BUREAU OF LABOR STATISTICS, OTHER GOVERNMENT AGENCIES, THE PROFESSIONAL ASSOCIATIONS. FROM 1960 TO 1970, THE NUMBER OF WHITE-COLLAR WORKERS INCREASED FROM ABOUT 29 MILLION TO 38 MILLION. IN COMPARISON, ALL OTHER TYPES OF WORKERS INCREASED AT A MUCH SLOWER RATE, FROM ABOUT 37 MILLION TO 41 MILLION, AND DECLINED FROM ABOUT 56 PERCENT TO 52 PERCENT OF TOTAL EMPLOYMENT. TECHNOLOGICAL CHANGES HAVE PROFOUNDLY INFLUENCED EMPLOYMENT TRENDS. THE FASTEST GROWTH

(CONT.)
3450 RATES WERE FOR PROFESSIONAL AND TECHNICAL JOBS, WHICH INCREASED NEARLY 50 PERCENT, AND CLERICAL JOBS, WHICH INCREASED 40 PERCENT. BETWEEN 1960 AND 1970, TOTAL EMPLOYMENT INCREASED FROM 65.8 MILLION TO 78.6 MILLION, WHICH IS NEARLY A 20 PERCENT INCREASE. (AUTHOR/AG)
ERIC: ED073294 SUPERINTENDENT OF DOCUMENTS, U. S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D. C. 20402 (L2.3 1738, $.50)

3451 OCCUPATIONAL EMPLOYMENT STATISTICS--SOURCES AND DATA. JUN 66
BUREAU OF LABOR STATISTICS (DEPT. OF LABOR), WASHINGTON, D.C.
NOTES: 91P.
EMPLOYMENT LEVEL, INFORMATION SOURCES, LABOR FORCE, NATIONAL SURVEYS, OCCUPATIONAL SURVEYS, STATISTICAL DATA
DATA ON NATIONAL EMPLOYMENT FOR INDIVIDUAL OCCUPATIONS AND FOR SELECTED INDUSTRIES ARE COMPILED. SHORT DESCRIPTIONS OF THE DATA SOURCES ARE ALSO GIVEN. SECTIONS ARE TITLED (1) OCCUPATIONAL DATA BASED ON MONTHLY SURVEYS OF HOUSEHOLDS, (2) OCCUPATION BY INDUSTRY STATISTICS FROM POPULATION CENSUSES, (3) OCCUPATIONAL EMPLOYMENT DATA FROM PROFESSIONAL SOCIETIES, (4) OCCUPATIONAL EMPLOYMENT DATA FROM SURVEYS OF EMPLOYERS, (5) OCCUPATIONAL EMPLOYMENT DATA FROM FEDERAL REGULATORY AGENCIES, (6) OCCUPATIONAL EMPLOYMENT DATA FROM THE FEDERAL GOVERNMENT, (7) OCCUPATIONAL DATA FROM WAGE SURVEYS, AND (8) LOCAL AREA OCCUPATIONAL INFORMATION. TWENTY TABLES GIVE NATIONAL EMPLOYMENT DATA AS REPORTED FROM THESE SEVERAL SOURCES. THE APPENDIX CONTAINS TABULAR DATA FOR NATIONAL EMPLOYMENT IN 1960-65 WHICH WAS DERIVED FROM SOURCES OTHER THAN THE DECENNIAL CENSUS. (EM)
ERIC: ED023953

3452 OCCUPATIONAL ESSENTIALS SKILLS AND ATTITUDES FOR EMPLOYMENT. INSTRUCTORS GUIDE AND LESSON PLANS. 71
MEREDITH, LEONA M.
NOTES: 107P.; FOR TEXT, OCCUPATIONAL ESSENTIALS, SEE CE 002 440
ADULT EDUCATION, ADULT VOCATIONAL EDUCATION, CAREER EDUCATION, CAREER LADDERS, EMPLOYMENT POTENTIAL, EMPLOYMENT QUALIFICATIONS, INSTRUCTIONAL MATERIALS, INTERPERSONAL COMPETENCE, JOB APPLICANTS, JOB SKILLS, JOB TRAINING, LESSON PLANS, OCCUPATIONAL GUIDANCE, SECONDARY EDUCATION, SELF ACTUALIZATION, TEACHING GUIDES, VOCATIONAL DEVELOPMENT, WORK ATTITUDES
THE EIGHT-PAGE TEACHERS GUIDE PROVIDES GENERAL OBJECTIVES FOR THE COURSE. IT ALSO INCLUDES DETAILS ON THE POPULATION FOR WHICH IT WAS DESIGNED AND SOME INFORMATION REGARDING THE VARIETY OF PROGRAMS IN WHICH THE MATERIAL HAS BEEN USED SUCCESSFULLY. THE OCCUPATIONAL ESSENTIALS LESSON PLAN SECTION CONSISTS OF 38 LESSON PLANS, EACH STATING BEHAVIORAL OBJECTIVES, SUGGESTED TEACHING AIDS AND MATERIALS, REFERENCES, PREPARATION, CLASSROOM PRESENTATION, APPLICATION, AND TESTING PROCEDURES. CONCLUDING THE DOCUMENT IS A LIST OF SUGGESTED FILMS AND FILMSTRIPS. (MW)
ERIC: ED098359 H. C. JOHNSON PRESS, INC. VOCATIONAL EDUCATION DIVISION, P. O. BOX 4156 1800 BROADWAY, ROCKFORD, ILLINOIS 61110 ($4.50)

3453 OCCUPATIONAL ESSENTIALS SKILLS AND ATTITUDES FOR EMPLOYMENT. THIRD EDITION. 72
RICHTER, DAVID J.
NOTES: 198P.; FOR INSTRUCTORS GUIDE AND LESSON PLANS SEE CE 002 439
ADULT EDUCATION, ADULT VOCATIONAL EDUCATION, CAREER EDUCATION, CAREER LADDERS, EMPLOYMENT POTENTIAL, EMPLOYMENT QUALIFICATIONS, INSTRUCTIONAL MATERIALS, INTERPERSONAL COMPETENCE, JOB APPLICANTS, JOB SKILLS, JOB TRAINING, OCCUPATIONAL GUIDANCE, SECONDARY EDUCATION, SELF ACTUALIZATION, STUDY GUIDES, VOCATIONAL DEVELOPMENT, WORK ATTITUDES
THE STUDENT HANDBOOK TEACHES SIX SKILLS WHICH ARE BASIC TO SEEKING EMPLOYMENT, WORKING ON THE JOB, AND RESIGNING FROM THE JOB. THESE SKILLS INCLUDE MATCHING TALENTS TO THE JOB, LOCATING JOB OPENINGS, SECURING A JOB, SUCCEEDING AND ADVANCING ON THE JOB, AND HOW TO QUIT A JOB. ALTHOUGH IT IS USEFUL AS A COURSE IN ORIENTATION TO THE WORLD OF WORK AT THE SECONDARY LEVEL, THE COURSE IS GENERALLY AIMED AT ADULTS IN MANPOWER TRAINING PROGRAMS, CORRECTIONAL INSTITUTIONS, JOB CORP PROGRAMS, AND FOR GENERAL EDUCATION DEVELOPMENT TEST CANDIDATES. THE COURSE UTILIZES A WIDE RANGE OF INSTRUCTIONAL TECHNIQUES INCLUDING SELF-INSTRUCTIONAL EXERCISES, GUIDANCE LESSONS, ROLE PLAYING SESSIONS, INSTRUCTOR AND GROUP EVALUATIONS, CHECKLISTS, FILMSTRIPS, DICTIONARIES AND OTHER SOURCE BOOKS, AND SELF-EVALUATIONS. EACH LESSON HAS BEEN INDIVIDUALIZED WHEN PRACTICAL. THOUGH A FOURTH GRADE READING LEVEL IS EXPECTED OF THE STUDENT, INDIVIDUALS AT LOWER LEVELS CAN PROFIT FROM THE COURSE WITH MORE ATTENTION FROM THE INSTRUCTOR. (AUTHOR/MW)
ERIC: ED098360 H. C. JOHNSON PRESS, INC., VOCATIONAL EDUCATION DIVISION, P. O. BOX 4156 1800 BROADWAY, ROCKFORD, ILLINOIS 61110 ($4.50)

3454 OCCUPATIONAL INFORMATION ACCESS SYSTEM A MODEL SYSTEM OF LABOR MARKET INFORMATION FOR USE IN COUNSELING 70
MCKINLAY, BRUCE
JOURNAL OF EDUCATIONAL DATA PROCESSING:7:5:283-291
CAREER CHOICE, DECISION MAKING, INFORMATION SYSTEMS, INSERVICE EDUCATION, LABOR MARKET, MULTIMEDIA INSTRUCTION, VOCATIONAL COUNSELING
ERIC: EJ033206

3455 OCCUPATIONAL INFORMATION AND LABOR MARKET STATUS: THE CASE OF YOUNG MEN 1975
BARNES, W.S.; KOHEN, A.I.
JOURNAL OF HUMAN RESOURCES, VOL.10, NO.1, WINTER 1975, P. 44-55. BIBLIOG. 8
ECONOMICS, EDUCATION, HUMAN RESOURCE DEVELOPMENT, JOB MOBILITY, LABOR MARKET, STATUS

(CONT.)

3455 A NATIONAL SAMPLE TAKEN OF YOUNG MEN 14 TO 24 YEARS OF AGE REGARDING THEIR OCCUPATIONAL INFORMATION SHOWED THAT SCORES WERE RELATED TO THE AMOUNT OF EDUCATION, MEASURED INTELLIGENCE AND SOCIOECONOMIC STATUS OF FAMILY OF ORIGIN.
MGMT: JHR75M0044

3456 OCCUPATIONAL INFORMATION FOR THE MENTALLY RETARDED, SELECTED READINGS. 67
STAHLECKER, LOTAR V., ED.
APTITUDE TESTS, COMMUNITY ATTITUDES, EDUCABLE MENTALLY HANDICAPPED, EMPLOYER ATTITUDES, EXCEPTIONAL CHILD EDUCATION, FOLLOWUP STUDIES, INDIVIDUAL CHARACTERISTICS, JOB TRAINING, MENTALLY HANDICAPPED, ON THE JOB TRAINING, PLACEMENT, PREVOCATIONAL EDUCATION, SHELTERED WORKSHOPS, TRAINABLE MENTALLY HANDICAPPED, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, VOCATIONAL REHABILITATION, VOCATIONAL TRAINING CENTERS, WORK EXPERIENCE PROGRAMS, WORK STUDY PROGRAMS
INTENDED AS A REFERENCE TOOL FOR PROFESSIONAL PERSONS, THIS COMPILATION CONTAINS 78 ARTICLES SELECTED FOR THEIR PERTINENCE TO OCCUPATIONAL EDUCATION FOR MENTALLY RETARDED YOUTH AND ADULTS. THE ARTICLES ARE GROUPED INTO SIX MAJOR AREAS. ON GUIDANCE, 22 ARTICLES COVER THE TRANSITION FROM HIGH SCHOOL TO WORK, COUNSELING, EVALUATION OF WORK POTENTIAL, WORK CHARACTERISTICS OF TRAINABLE MENTALLY RETARDED ADULTS, AND OTHER GUIDANCE PROGRAMS. CONCERNING OCCUPATIONAL TRAINING, 17 PAPERS DESCRIBE PREVOCATIONAL, VOCATIONAL, AND ON THE JOB TRAINING. THE 11 ARTICLES ON WORK EXPERIENCE EXPLORE SEVERAL PROGRAMS AND RELATED MATTERS. THE ISSUES, PRACTICES, AND OBJECTIVES OF THE SHELTERED WORKSHOP ARE CONSIDERED IN 12 PAPERS. EIGHT ARTICLES ON COMMUNITY PLACEMENT DISCUSS THE ATTITUDES AND PRACTICES INVOLVED. ON THE LAST OF THE SIX AREAS, THAT OF FOLLOWUP STUDIES, EIGHT PAPERS REVIEW ADJUSTMENT OF MENTAL RETARDATES. THIS DOCUMENT IS AVAILABLE FROM CHARLES C THOMAS, PUBLISHER, BANNERSTONE HOUSE, 301-327 EAST LAWRENCE AVENUE, SPRINGFIELD, ILLINOIS 62703, FOR $24.00. (DF)
ERIC: ED018034

3457 OCCUPATIONAL INFORMATION SYSTEMS AND THE DEPARTMENT OF LABOR JUN 77
AUSMUS, NORMA F.
JOURNAL OF EMPLOYMENT COUNSELING;14;2;54-58
OCCUPATIONAL INFORMATION, CAREER EXPLORATION, CAREER OPPORTUNITIES, OCCUPATIONAL GUIDANCE, CAREER EDUCATION, FEDERAL PROGRAMS, CAREER CHOICE, PROGRAM DESCRIPTIONS, JOB SATISFACTION
IN EIGHT STATES, COUNSELORS AND PEOPLE MAKING CAREER CHOICES NOW HAVE A NEW TOOL FOR GETTING THE INFORMATION THEY NEED. OCCUPATIONAL INFORMATION SYSTEMS ARE DELIVERING UP-TO-DATE, ACCURATE INFORMATION ABOUT OCCUPATIONS AND LOCAL EMPLOYMENT CONDITIONS IN ALABAMA, COLORADO, MASSACHUSETTS, MICHIGAN, MINNESOTA, OHIO, WASHINGTON, AND WISCONSIN. (AUTHOR)
ERIC: EJ162009

3458 OCCUPATIONAL INFORMATION SYSTEMS GRANTS PROGRAM STANDARDS AND GUIDELINES. 74
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 85P.
EVALUATION CRITERIA, GRANTS, GUIDELINES, INFORMATION DISSEMINATION, INFORMATION SERVICES, INFORMATION SYSTEMS, JOB ANALYSIS, OCCUPATIONAL INFORMATION, ORGANIZATIONAL DEVELOPMENT, POLICY, PROGRAM DEVELOPMENT, STANDARDS, SYSTEMS DEVELOPMENT
THE GOAL OF THE GRANTS PROGRAM IS TO HAVE A POSITIVE INFLUENCE ON THE PROCESS BY WHICH PEOPLE CHOOSE JOBS AND CAREERS BY PROVIDING THEM WITH ACCURATE AND LOCALLY RELEVANT OCCUPATIONAL INFORMATION. THE DOCUMENT OUTLINES THE OBJECTIVES, STANDARDS AND GUIDELINES ON THE BASIS OF WHICH THE DEPARTMENT OF LABOR WILL FUND INFORMATION SYSTEMS IN STATES AND LOCAL AREAS. THE FIRST SECTION DESCRIBES PROGRAM ACTIVITIES, ELIGIBILITY, SCOPE, CRITERIA FOR SELECTION, THE SELECTION PROCESS, AND THE NATIONAL OCCUPATIONAL INFORMATION SERVICE. OCCUPATIONAL INFORMATION GUIDELINES SPECIFY TOPICS, INFORMATION SOURCES, COVERAGE OF OCCUPATIONS, AND OTHER REQUIREMENTS. THE THIRD SECTION OUTLINES OPERATING STANDARDS FOR ACCESSION AND DISSEMINATION TO BE MET BY AN OCCUPATIONAL SYSTEM, DEALING WITH THE ORGANIZATIONAL STRUCTURE OF AN OCCUPATIONAL INFORMATION SYSTEM. THE FOURTH SECTION PRESENTS POLICIES AND GUIDELINES FOR THE BOARD OF DIRECTORS, STAFF SELECTION, TRAINING REQUIREMENTS, EVALUATION CRITERIA, AND COST RESPONSIBILITY. APPENDIXES OFFER A GLOSSARY OF TERMS, GRANT CONDITIONS, AND A PRELIMINARY GRANT APPLICATION WITH INSTRUCTIONS. (HW)
ERIC: ED099586

3459 OCCUPATIONAL INFORMATION SYSTEMS GRANTS PROGRAM STATE PROJECT SUMMARIES. 12 FEB 76
EMPLOYMENT AND TRAINING ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 32P.; FOR RELATED DOCUMENT, SEE ED 099 586
CAREER OPPORTUNITIES, GRANTS, GUIDELINES, INFORMATION DISSEMINATION, INFORMATION SERVICES, OCCUPATIONAL INFORMATION, PROGRAM DEVELOPMENT, REPORTS, STANDARDS, SYSTEMS DEVELOPMENT, EMPLOYMENT AND TRAINING ADMINISTRATION
GRANTS HAVE BEEN MADE TO EIGHT STATES (ALABAMA, COLORADO, MASSACHUSETTS, MICHIGAN, MINNESOTA, OHIO, WASHINGTON, AND WISCONSIN) TO DEVELOP A SYSTEM OF OCCUPATIONAL INFORMATION FOR CAREER SEEKING INDIVIDUALS. PROGRAM OBJECTIVES ARE TO PUBLICIZE CAREERS AVAILABLE, PROVIDE KNOWLEDGE OF INFORMATION CENTERS, COUNSELING, AND TRAINING PROGRAMS FOR THESE CAREERS, AND ASSIST IN DECISION-MAKING FOR CAREER SATISFACTION. INDIVIDUAL REPORTS FROM THE PARTICIPATING STATES FOR THE FIRST GRANT YEAR PRESENT INFORMATION UNDER THE FOLLOWING HEADINGS NAME OF SUBMITTING AGENCY, PERSON TO CONTACT FOR FURTHER INFORMATION, FUNDING LEVEL FOR FY 1976, INTRODUCTION, INFORMATION DISSEMINATION, INFORMATION DEVELOPMENT, SYSTEM UTILIZATION, AND ORGANIZATION AND STAFFING. (JAB)
ERIC: ED143315

3460 OCCUPATIONAL LICENSING AND PUBLIC POLICY. FINAL REPORT. OCT 72
SCHIMBERG, BENJAMIN; AND OTHERS
EDUCATIONAL TESTING SERVICE, PRINCETON, N.J.; MICHIGAN STATE UNIV., EAST LANSING. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 432P.
BUILDING TRADES, CERTIFICATION, EQUAL OPPORTUNITIES (JOBS), HEALTH OCCUPATIONS, OCCUPATIONAL TESTS, PERFORMANCE CRITERIA, PERFORMANCE SPECIFICATIONS, PREDICTIVE VALIDITY, SERVICE OCCUPATIONS, STATE LICENSING BOARDS, STATE STANDARDS, TRANSPORTATION
OCCUPATIONAL LICENSING HAS RECEIVED RENEWED ATTENTION IN AMERICA. THIS DOCUMENT EXAMINES THE PRACTICES OF LICENSING BOARDS AND THE CRITERIA THEY USE. LICENSING PROCEDURES WERE ANALYZED BY THE EDUCATIONAL TESTING SERVICE WITH REFERENCE TO THE FOLLOWING POINTS WHAT IS LICENSED AND WHERE, WHO DOES THE LICENSING, WHAT ARE THE REQUIREMENTS, HOW IS COMPETENCY TESTED, WHAT ABOUT APPLICANT FAILURE, TRANSFER OF CERTIFICATION, MINORITY GOUP MEMBERSHIP, AND FUTURE EXPECTATIONS. THE FOUR OCCUPATIONAL AREAS COMPARED ARE HEALTH OCCUPATIONS, CONSTRUCTION TRADES, SERVICE OCCUPATIONS, AND TRANSPORTATION OCCUPATIONS. THE REPORT COMMENTS ON THE APPROPRIATENESS AND EFFECTIVENESS OF PERFORMANCE TESTS AND WRITTEN TESTS. DISCRIMINATION IN TESTING PROCEDURES AND THE VALIDITY OF TESTING CRITERIA ARE CONSIDERED. THE STUDY CONCLUDES THAT THE LICENSING STRUCTURE MUST BE MODIFIED AND IMPROVED SO THAT IT MAY SERVE ITS SOCIETAL FUNCTION AND PROVIDE FAIR AND EQUITABLE TREATMENT TO THOSE WHO ARE LICENSED. AMONG THE POSSIBLE MODIFICATIONS SUGGESTED BY THE RESEARCHERS ARE IMPROVED TESTING PROCEDURES, JOB ANALYSIS, VALIDITY STUDIES, LANGUAGE ASSISTANCE, AND PROCEDURES FOR CANDIDATES WHO FAIL. A REFERENCE SECTION IS ALSO INCLUDED. (JC)
ERIC: ED094200

3461 OCCUPATIONAL LICENSING AND THE SUPPLY OF NONPROFESSIONAL MANPOWER. MANPOWER RESEARCH MONOGRAPH NO. 11. 69
EDUCATIONAL TESTING SERVICE, PRINCETON, N.J. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 60P.
CERTIFICATION, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, NONPROFESSIONAL PERSONNEL, STATE LEGISLATION
THIS MONOGRAPH PRESENTS THE RESULTS OF AN EDUCATIONAL TESTING SERVICE STUDY, STUDIES BY THE COUNCIL OF STATE GOVERNMENTS, AND RESEARCH BY THE DEPARTMENT OF LABOR STAFF ON STATE OCCUPATIONAL LICENSE LAWS. MAJOR SECTIONS INCLUDE (1) COMPOSITION AND POWERS OF THE LICENSING BOARDS, (2) ELIGIBILITY REQUIREMENTS (COVERING PERSONAL AND TECHNICAL QUALIFICATIONS AND FEES), (3) LICENSING PRACTITIONERS FROM OTHER STATES, (4) PUBLIC INFORMATION, AND (5) MANPOWER IMPLICATIONS. IMPLICATIONS DISCUSSED CONCERN (1) THE NEED FOR BETTER INFORMATION, (2) THE DESIRABILITY OF UNIFORM CODES, (3) THE NEED TO ESTABLISH TESTING AND GRADING STANDARDS, (4) WORK-EXPERIENCE REQUIREMENTS, (5) NONTECHNICAL REQUIREMENTS, (6) LACK OF TRAINING FACILITIES AS A BARRIER TO OCCUPATIONAL ENTRY, AND (7) THE QUESTION OF WHO SHOULD BEAR THE COST OF PROTECTING THE PUBLIC. INFORMATION REGARDING THE NUMBER OF SELECTED OCCUPATIONS WHICH ARE LICENSED, THE NUMBER OF STATES LICENSING SELECTED OCCUPATIONS, AND A LIST OF SELECTED OCCUPATIONS LICENSED BY THE VARIOUS STATES ARE APPENDED. (JK)
ERIC: ED034871 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L1.39/3 11, $.60)

3462 OCCUPATIONAL MOBILITY OF LOW INCOME WORKERS. DEC 71
SLIFMAN, LAWRENCE
WASHINGTON UNIV., ST. LOUIS, MO. DEPT. OF ECONOMICS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 152P.; PH.D. DISSERTATION, WASHINGTON UNIVERSITY, ST. LOUIS, MISSOURI
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PATTERNS, LABOR ECONOMICS, LABOR MARKET, LABOR SUPPLY, LOW INCOME GROUPS, MANPOWER NEEDS, OCCUPATIONAL MOBILITY, PROMOTION (OCCUPATIONAL), SEX DIFFERENCES, WAGES
THIS DISSERTATION IS PRIMARILY CONCERNED WITH ASSESSING THE IMPACT OF CHANGES IN THE AGGREGATE LABOR SUPPLY-DEMAND BALANCE ON THE UPWARD OCCUPATIONAL MOBILITY OF LOWER INCOME WORKERS. THE EMPIRICAL ANALYSIS INDICATES THAT THE SIZE OF INTER-OCCUPATIONAL FLOWS IS CYCLICALLY SENSITIVE, GIVEN RELATIVE WAGES. AS THE LABOR MARKET TIGHTENS, THE PROPORTION OF LABOR INCOME WORKERS MOVING INTO MORE FAVORED OCCUPATIONS INCREASES. IT ALSO IS FOUND THAT THE DEMOGRAPHIC VARIABLE HAVING THE STRONGEST EFFECT ON THE LIKELIHOOD OF MOBILITY IS A WORKERS SEX. THE ANALYSIS SUGGESTS THAT THE PROBABILITY OF UPWARD MOBILITY IS SYSTEMATICALLY RELATED TO CHANGES IN THE DEGREE OF LABOR MARKET TIGHTNESS. FURTHER IT INDICATES THAT THE SUPPLY OF LABOR IS FLEXIBLE AND ABLE TO ADAPT TO CHANGING LABOR MARKET NEEDS. (AUTHOR)
ERIC: ED081939 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-208 340, MF $1.45, HC $3.00)

3463 OCCUPATIONAL MOBILITY OF WORKERS 1975
BYRNE, J.J.
U.S. MONTHLY LABOR REVIEW, VOL.98, NO.2, FEB 1975, P. 53-59, BIBLIOG. 17
BLUE COLLAR WORKER, ECONOMICS, LABOR FORCE, LABOR MARKET, RELOCATION, WHITE COLLAR WORKER, WOMEN IN BUSINESS
EXAMINATION OF THE VARIOUS LABOR SECTORS AND HOW OCCUPATIONAL MOBILITY IS REFLECTED IN THEM.
MGMT: UML7590053

3464 THE OCCUPATIONAL MOBILITY OF YOUNG MEN, 1965-1970 1976
LEIGH, D.E.
INDUSTRIAL AND LABOR RELATIONS REVIEW, VOL.30, NO.1, OCT 1976, P. 68-78.
CAREER DEVELOPMENT, EDUCATION, INDUSTRIAL RELATIONS, JOB ADVANCEMENT, JOB TRAINING, LABOR MARKET, MINORITIES IN BUSINESS
OCCUPATIONAL ADVANCEMENT IN THE 1965-70 PERIOD AMONG MEN WAS RELATED TO SCHOOLING AND A RACIAL DIFFERENTIAL FAVORED WHITES. VOCATIONAL TRAINING APPEARED TO HAVE COMPARABLE EFFECTS ON ADVANCEMENT OF BOTH BLACKS AND WHITES.
MGMT: ILR76J0068

3465 OCCUPATIONAL OPPORTUNITIES AND TRAINING NEEDS OF YOUTH FOR NONFARM AGRICULTURAL JOBS IN ALEXANDRIA-PINEVILLE AREA. JAN 63
MONDART, C. L., SR.;CURTIS, C. M.
LOUISIANA STATE UNIV., BATON ROUGE. DEPT. OF VOCATIONAL AGRICULTURAL EDUCATION.
LOUISIANA STATE BOARD OF LIQUIDATION OF THE STATE DEPT. BATON ROUGE.
NOTES: 65P.
AGRICULTURAL EDUCATION, EDUCATIONAL NEEDS, EMPLOYMENT PATTERNS, EMPLOYMENT QUALIFICATIONS, INSTITUTIONAL ROLE, JOB TRAINING, MANPOWER DEVELOPMENT, OCCUPATIONAL SURVEYS, OFF FARM AGRICULTURAL OCCUPATIONS, RURAL YOUTH, VOCATIONAL AGRICULTURE, LOUISIANA
THIRTEEN PARISHES IN CENTRAL LOUISIANA WERE SURVEYED (1) TO IDENTIFY NONFARM AGRICULTURAL BUSINESS AND PROFESSIONAL ORGANIZATIONS HAVING 1 OR MORE JOB TITLES REQUIRING KNOWLEDGE OR SKILL IN AGRICULTURAL SUBJECTS AND (2) TO DETERMINE ENTRY-LEVEL JOB QUALIFICATIONS. ONE HUNDRED THIRTY-NINE AGRICULTURAL BUSINESS AND PROFESSIONAL ORGANIZATIONS WERE CATEGORIZED IN 8 MAJOR OCCUPATIONAL FAMILIES, AND INFORMATION WAS GATHERED PERTAINING TO NUMBER OF EMPLOYEES, AVERAGE AGE OF EMPLOYEES, MEDIAN MONTHLY SALARY, EDUCATIONAL LEVEL DESIRED BY EMPLOYERS, RESIDENTIAL BACKGROUND AND FARM EXPERIENCE OF EMPLOYEES, AND AGRICULTURAL AREAS WITH WHICH PROSPECTIVE EMPLOYEES MUST BE FAMILIAR. CONCLUSIONS AND RECOMMENDATIONS ARE PRESENTED TO ASSIST SCHOOL ADMINISTRATORS, COUNSELORS, AND AGRICULTURAL INSTRUCTORS IN ADJUSTING PROGRAMS OF VOCATIONAL AGRICULTURE TO MEET THE NEEDS OF STUDENTS WHO ASPIRE TO JOBS IN NONFARM AGRICULTURE. (JH)
ERIC: ED039046

3466 OCCUPATIONAL OPPORTUNITIES FOR RURAL YOUTH . 15 DEC 66
TENNEY, A.W.
OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. DIV. OF VOCATIONAL AND TECHNICAL EDUCATION
NOTES: 14P.
RURAL YOUTH, OFF FARM AGRICULTURAL OCCUPATIONS, AGRICULTURAL OCCUPATIONS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, VOCATIONAL EDUCATION, AGRICULTURAL EDUCATION, AREA VOCATIONAL SCHOOLS, RURAL URBAN DIFFERENCES, EDUCATIONAL OPPORTUNITIES
SOME FACTORS WHICH INFLUENCE EMPLOYMENT OF RURAL YOUTH ARE THE YEARS OF EDUCATION RECEIVED, LOWER AGRICULTURAL WAGES COMPARED TO URBAN EMPLOYMENT RATES, INADEQUATE GUIDANCE AND COUNSELING SERVICES, LOW INCOME OF MANY RURAL FAMILIES, AND CULTURAL HANDICAPS WHEN COMPETING FOR URBAN JOBS. ALTHOUGH MANY EMPLOYMENT PROBLEMS CONFRONT RURAL RESIDENTS, MUCH PROGRESS HAS BEEN REALIZED IN PROVIDING OCCUPATION OPPORTUNITIES FOR YOUTH AND ADULTS. RURAL YOUTH AND THEIR PARENTS NEED TO BE AWARE OF OCCUPATIONAL OPPORTUNITIES ON THEIR FARMS, IN THEIR COMMUNITIES, AND IN THE URBAN AREAS. EACH YEAR THOUSANDS OF NEW JOBS BECOME AVAILABLE IN AGRICULTURAL RESEARCH, INDUSTRY, BUSINESS, EDUCATION, COMMUNICATIONS, CONSERVATION, SERVICES, AND FARMING AND RANCHING. IMPROVED GUIDANCE SERVICES, VOCATIONAL AND TECHNICAL EDUCATION PROGRAMS, RECREATIONAL OPPORTUNITIES AND INCOME ARE NEEDED TO PROVIDE RURAL AMERICA WITH A STANDARD OF LIVING EQUAL TO THAT OF URBAN AREAS. THE HOME, THE CHURCH, AND THE SCHOOL CAN HELP PRESERVE AND IMPROVE EMPLOYMENT OPPORTUNITIES FOR OUR RURAL YOUTH AND THE AMERICAN WAY OF LIFE. (WB)
AIM/ARM: VT003589

3467 OCCUPATIONAL OUTLOOK AND PROJECTIONS BUREAU OF LABOR STATISTICS EXPLAINS WHICH JOBS SHOW PROMISE FOR 1985 JUL 77
LA LUZ:6:7:9-10
DEMAND OCCUPATIONS, EMPLOYMENT OPPORTUNITIES, FUTURES (OF SOCIETY), GUIDES, JOB MARKET, OCCUPATIONAL INFORMATION, EMPLOYMENT PROJECTIONS, MANPOWER NEEDS
THE BUREAU OF LABOR STATISTICS EXAMINES JOB PROSPECTS IN HUNDREDS OF OCCUPATIONS AND PUBLISHES MANY BOOKS AND PAMPHLETS THAT EXPLAIN WHICH JOBS WILL AND WILL NOT BE PROMISING BETWEEN NOW AND 1985, I.E., THE OCCUPATIONAL OUTLOOK HANDBOOK AND THE OCCUPATIONAL OUTLOOK FOR COLLEGE GRADUATES. (NQ)
ERIC: EJ164835

3468 OCCUPATIONAL OUTLOOK FOR THE MID-1980S W 74
ROSENTHAL, NEAL;DILLON, HALL
OCCUPATIONAL OUTLOOK QUARTERLY:18:4:2-11
EMPLOYMENT TRENDS, LABOR MARKET, OCCUPATIONAL SURVEYS, EMPLOYMENT OPPORTUNITIES, LABOR SUPPLY, MANPOWER NEEDS, LABOR ECONOMICS, EMPLOYMENT PROJECTIONS
ASSESSMENTS OF THE 1972-85 OCCUPATIONAL OUTLOOK REVEAL A RATHER SHARP SLOWDOWN IN EMPLOYMENT GROWTH DURING THE LATTER HALF OF THE PERIOD. JOBS FOR SALESWORKERS, MANAGERS AND ADMINISTRATORS, AND OPERATIVES WILL BE AFFECTED MOST. (AUTHOR)
ERIC: EJ107131

3469 THE OCCUPATIONAL OUTLOOK HANDBOOK IN BRIEF SPR 72
ROSENTHAL, NEAL
OCCUPATIONAL OUTLOOK QUARTERLY:16:1:12-33

(CONT.)
3469 EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROJECTIONS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, OCCUPATIONAL CLUSTERS, OCCUPATIONAL INFORMATION
ESTIMATED 1970 EMPLOYMENT AND EMPLOYMENT PROSPECTS THROUGH 1980 ARE PRESENTED FOR OVER 250 OCCUPATIONS. (BH)
ERIC: EJ057389

3470 OCCUPATIONAL OUTLOOK HANDBOOK, 1972-73 EDITION. 72
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 595P.
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT QUALIFICATIONS, EMPLOYMENT TRENDS, INCOME, MANPOWER NEEDS, MANUALS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, VOCATIONAL COUNSELING, WORK ENVIRONMENT
DESIGNED AS A BASIC REFERENCE SOURCE FOR VOCATIONAL COUNSELORS AND MANPOWER PLANNERS, THIS HANDBOOK INCLUDES JOB DESCRIPTIONS AND EMPLOYMENT OUTLOOK INFORMATION FOR WHITE-COLLAR, BLUE-COLLAR, AND SERVICE OCCUPATIONS. UPDATED TO INCLUDE 26 NEW OCCUPATIONAL AND INDUSTRY OUTLOOK STATEMENTS. INFORMATION IN THE HANDBOOK IS BASED ON DATA RECEIVED FROM INDUSTRY OFFICIALS, LABOR ORGANIZATIONS, TRADE ASSOCIATIONS, PROFESSIONAL SOCIETIES, GOVERNMENT AGENCIES, AND OTHER ORGANIZATIONS. SPECIFIC INFORMATION INCLUDED FOR EACH OCCUPATIONAL GROUP DEALS WITH THE NATURE OF WORK INVOLVED, PLACES OF EMPLOYMENT, QUALIFICATIONS, EMPLOYMENT OUTLOOK, EARNINGS, AND WORKING CONDITIONS. SOURCES OF ADDITIONAL INFORMATION ARE ALSO SUGGESTED. (JS)
ERIC: ED063469 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (L23 1700, $6.25)

3471 OCCUPATIONAL OUTLOOK HANDBOOK, EMPLOYMENT INFORMATION ON OCCUPATIONS FOR USE IN GUIDANCE. 1966-67 EDITION. 65
BUREAU OF LABOR STATISTICS (DEPT. OF LABOR), WASHINGTON, D.C.
EDUCATIONAL NEEDS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT QUALIFICATIONS, EMPLOYMENT SERVICES, EMPLOYMENT TRENDS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, OCCUPATIONS
THE EMPLOYMENT OUTLOOK, NATURE OF THE WORK, TRAINING AND OTHER QUALIFICATIONS NEEDED FOR ENTRY, LINES OF ADVANCEMENT, JOB LOCATION, EARNINGS AND WORKING CONDITIONS, AND SOURCES OF ADDITIONAL INFORMATION ARE PROVIDED FOR OVER 700 OCCUPATIONS. INTRODUCTORY CHAPTERS SUGGEST SUPPLEMENTARY SOURCES OF OCCUPATIONAL INFORMATION, DESCRIBE STATE EMPLOYMENT OFFICE SERVICES AND GIVE A GENERAL PICTURE OF EMPLOYMENT TRENDS AND OPPORTUNITIES. MAJOR DIVISIONS ARE (1) PROFESSIONAL, MANAGERIAL, AND RELATED OCCUPATIONS, (2) CLERICAL AND RELATED OCCUPATIONS, (3) SALES OCCUPATIONS, (4) SERVICE OCCUPATIONS, (5) SKILLED AND OTHER MANUAL OCCUPATIONS, (6) SOME MAJOR INDUSTRIES AND THEIR OCCUPATIONS, (7) OCCUPATIONS IN AGRICULTURE, AND (8) OCCUPATIONS IN GOVERNMENT. WITHIN EACH OF THESE MAJOR DIVISIONS, OCCUPATIONS ARE GROUPED INTO RELATED FIELDS. GENERAL INFORMATION ON MANY FIELDS OF WORK NOT COVERED IN THE INDIVIDUAL OCCUPATIONAL REPORTS IS GIVEN IN THE INTRODUCTIONS TO THE MAJOR DIVISIONS. THE TABLE OF CONTENTS, IN MOST CASES, AND AN INDEX AT THE BACK OF THE BOOK LIST OCCUPATIONS AND INDUSTRIES ALPHABETICALLY. THE TECHNICAL APPENDIX CONTAINS A DISCUSSION OF THE SOURCES AND METHODS USED IN ANALYZING THE OCCUPATIONAL OUTLOOK IN DIFFERENT FIELDS OF WORK AND AN EXPLANATION OF THE DICTIONARY OF OCCUPATIONAL TITLES NUMBERS USED IN THE REPORTS. AVAILABILITY INFORMATION FOR REPRINTS OF THE DESCRIPTIONS OF INDIVIDUAL OCCUPATIONS IS GIVEN. THIS DOCUMENT IS AVAILABLE AS GPO L2.3--1450 FOR $5.00 FROM SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402. (ET)
ERIC: ED015269

3472 OCCUPATIONAL OUTLOOK HANDBOOK, 1976-77 EDITION. 76
BUREAU OF LABOR STATISTICS (DOL), WASHINGTON, D.C.
NOTES: 793P.; PHOTOGRAPHS WILL REPRODUCE POORLY
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROJECTIONS, EMPLOYMENT QUALIFICATIONS, EMPLOYMENT TRENDS, GUIDES, JOB SKILLS, OCCUPATIONAL CLUSTERS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, OCCUPATIONS, REFERENCE BOOKS, WAGES, WORK ENVIRONMENT
THE FIRST PART OF THE HANDBOOK CONTAINS REVISED GUIDELINES FOR ITS USE, SUGGESTIONS ON WHERE TO GO FOR MORE INFORMATION, A DISCUSSION OF ASSUMPTIONS AND METHODS USED IN PREPARING EMPLOYMENT PROJECTIONS, AND A LOOK INTO THE FUTURE. MORE THAN 850 OCCUPATIONAL BRIEFS ARE PRESENTED, GROUPED INTO 13 OCCUPATIONAL CLUSTERS AND 35 INDUSTRY BRIEFS. THE 13 CLUSTERS ARE INDUSTRIAL PRODUCTION AND RELATED OCCUPATIONS; OFFICE OCCUPATIONS; SERVICE OCCUPATIONS EDUCATION AND RELATED OCCUPATIONS; SALES OCCUPATIONS; CONSTRUCTION OCCUPATIONS; OCCUPATIONS IN TRANSPORTATION ACTIVITIES; SCIENTIFIC AND TECHNICAL OCCUPATIONS; MECHANICS AND REPAIRERS; HEALTH OCCUPATIONS; SOCIAL SCIENTISTS; SOCIAL SERVICE OCCUPATIONS; AND ART, DESIGN, AND COMMUNICATIONS-RELATED OCCUPATIONS. FOR EACH OCCUPATION INFORMATION IS PRESENTED ON THE NATURE OF THE WORK; PLACES OF EMPLOYMENT TRAINING, OTHER QUALIFICATIONS, AND ADVANCEMENT; EMPLOYMENT OUTLOOK; EARNINGS AND WORKING CONDITIONS; AND SOURCES OF ADDITIONAL INFORMATION. THE EMPLOYMENT OUTLOOK FOR THE FOLLOWING INDUSTRIES AGRICULTURE; MINING AND PETROLEUM; CONSTRUCTION; MANUFACTURING; TRANSPORTATION, COMMUNICATIONS, AND PUBLIC UTILITIES; WHOLESALE AND RETAIL TRADE; FINANCE, INSURANCE, AND REAL ESTATE; SERVICE AND MISCELLANEOUS INDUSTRIES; AND GOVERNMENT ARE PRESENTED. ACCESS TO THE OCCUPATIONAL BRIEF IS MADE POSSIBLE BY WAY OF A DICTIONARY OF OCCUPATIONAL TITLES INDEX AND ALPHABETICAL INDEX. (EC)
ERIC: ED126289 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (STOCK NUMBER 029-001-01406-6, $7.00)

3473 OCCUPATIONAL QUALIFICATIONS AND SUCCESS OF ON-THE-JOB TRAINEES. 69
CHILSON, JOHN STEPHEN
OHIO STATE UNIV., COLUMBUS.
NOTES: 111P.: PH.D. THESIS
AGE DIFFERENCES, APTITUDE, DISADVANTAGED GROUPS, DOCTORAL THESES, EDUCATIONAL DEVELOPMENT, EMPLOYMENT PROGRAMS, EMPLOYMENT QUALIFICATIONS, INNER CITY, INVESTIGATIONS, NEGROES, ON THE JOB TRAINING, PERSISTENCE, SEX DIFFERENCES, TESTS, VOCATIONAL INTERESTS, WORK EXPERIENCE, COLUMBUS (OHIO)
THE PURPOSE OF THIS STUDY WAS TO DETERMINE OCCUPATIONAL QUALIFICATIONS OF TRAINEES IN A PRE-EMPLOYMENT PROGRAM PROVIDED BY THE CENTER FOR ADULT EDUCATION AT OHIO STATE UNIVERSITY AND THE COLUMBUS URBAN LEAGUE AND TO INVESTIGATE THE RELATIONSHIP BETWEEN THESE QUALIFICATIONS AND SUCCESSFUL COMPLETION OF ON-THE-JOB TRAINING. SEVENTY-FIVE COLUMBUS, OHIO, INNER-CITY RESIDENTS (THE MAJORITY NEGRO) WERE SELECTED FOR STUDY. QUESTIONNAIRES, THE GENERAL APTITUDE TEST BATTERY, METROPOLITAN ACHIEVEMENT TEST, AND VOCATIONAL PREFERENCE INVENTORY WERE USED TO COLLECT DATA. THE TRAINEES HAD A RECORD OF FAILURE, BOTH EDUCATIONAL AND OCCUPATIONAL. IT WAS FOUND THAT THOSE MORE LIKELY TO COMPLETE ON-THE-JOB TAINING WERE WOMEN, TRAINEES SCORING HIGHER ON SPATIAL APTITUDE, THOSE WITH LESS WORK EXPERIENCE, AND THOSE WITH VOCATIONAL INTERESTS RELATED TO THE ACTUAL TRAINING POSITIONS. DIFFERENCES IN AGE, GENERAL EDUCATIONAL DEVELOPMENT, AND EIGHT OF THE NINE APTITUDES MEASURED FAILED TO DIFFERENTIATE BETWEEN TRAINEES. IT WAS CONCLUDED THAT THIS PATTERN OF UNEMPLOYMENT INTERSPERSED WITH TEMPORARY JOBS AT A LOW LEVEL WILL REMAIN UNLESS A COMMUNITY PROVIDES OPPORTUNITIES FOR PERSONS TO BECOME INTEGRATED INTO ALL OCCUPATIONAL CATEGORIES OF HIGHER LEVEL OCCUPATIONS. (EB)
ERIC: ED045911 UNIVERSITY MICROFILMS, 300 N. ZEEB RD., ANN ARBOR, MICHIGAN 48106 (ORDER NO. 70-6745, MF $3.00, XEROGRAPHY $5.60)

3474 OCCUPATIONAL REINFORCER PATTERNS (SECOND VOLUME). MINNESOTA STUDIES IN VOCATIONAL REHABILITATION XXIX. APR 72
ROSEN, STUART D.:AND OTHERS
MINNESOTA UNIV., MINNEAPOLIS. INDUSTRIAL RELATIONS CENTER. SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C.
NOTES: 313P.
JOB SATISFACTION, OCCUPATIONAL CLUSTERS, OCCUPATIONAL INFORMATION, PERSONALITY ASSESSMENT, PROFILE EVALUATION, RATING SCALES, REINFORCERS, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, VOCATIONAL REHABILITATION, WORK ENVIRONMENT, MINNESOTA JOB DESCRIPTION QUESTIONNAIRE, OCCUPATIONAL REINFORCER PATTERNS, ORP
THE MINNESOTA STUDIES IN VOCATIONAL REHABILITATION REPORT CONTINUING RESEARCH ON THE GENERAL PROBLEM OF ADJUSTMENT TO WORK. WORK ACJUSTMENT IS PREDICTED BY MATCHING AN INDIVIDUALS WORK PERSONALITY WITH WORK ENVIRONMENTS, AND SATISFACTION BY HOW WELL ABILITIES AND NEEDS CORRESPOND TO REINFORCERS IN THE WORK ENVIRONMENT. THIS VOLUME PRESENTS OCCUPATIONAL REINFORCER PATTERNS (ORPS) FOR 67 OCCUPATIONS, DERIVED FROM MINNESOTA JOB DESCRIPTION QUESTIONNAIRES COMPLETED BY 2,859 JOB SUPERVISORS AND WORKERS IN SEVERAL HUNDRED FIRMS. THESE RATERS WERE ASKED TO RANK THE REINFORCER CHARACTERISTICS OF THE JOBS THEY WORKED AT OR SUPERVISED. EACH ORP INCLUDES DESCRIPTIVE STATEMENTS, CROSS-REFERENCES TO ORPS WITH SIMILAR PROFILES, AND INFORMATION ON THE SIMILARITIES AND DIFFERENCES AMONG ALL 148 EXISTING ORPS. GRAPHIC AND TABULAR DATA ARE GIVEN BY OCCUPATIONS AND ALSO BY REINFORCER DIMENSIONS, AND RECOMMENDATIONS ARE MADE FOR THE VOCATIONAL REHABILITATION COUNSELING USE OF THE ORP PROFILES. THE FIRST ORP VOLUME IS ANNOUNCED AS ED 025 817. (MF)
ERIC: ED068642 VOCATIONAL PSYCHOLOGY RESEARCH, DEPARTMENT OF PSYCHOLOGY, UNIVERSITY OF MINNESOTA, MINNEAPOLIS, MINN. 55455 ($2.50)

3475 OCCUPATIONAL REINFORCER PATTERNS. MINNESOTA STUDIES IN VOCATIONAL REHABILITATION XXIV. FIRST VOLUME. OCT 68
BORGEN, FRED H.:AND OTHERS
MINNESOTA UNIV., MINNEAPOLIS. INDUSTRIAL RELATIONS CENTER. SOCIAL AND REHABILITATION SERVICE (DHEW), WASHINGTON, D.C.
NOTES: 273P.
CAREER PLANNING, JOB SATISFACTION, OCCUPATIONAL GUIDANCE, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, VOCATIONAL REHABILITATION, MINNESOTA JOB DESCRIPTION QUESTIONNAIRE (MJDQ)
THE MINNESOTA STUDIES IN VOCATIONAL REHABILITATION (THE WORK ADJUSTMENT PROJECT) ARE A CONTINUING SERIES OF RESEARCH STUDIES FOCUSED ON WORK ADJUSTMENT PROBLEMS. THE PRIMARY GOALS ARE DEVELOPMENT OF DIAGNOSTIC TOOLS FOR ASSESSING THE WORK ADJUSTMENT POTENTIAL OF APPLICANTS FOR VOCATIONAL REHABILITATION, AND THE EVALUATION OF WORK ADJUSTMENT OUTCOMES. THE PRESENT MONOGRAPH PRESENTS OCCUPATIONAL REINFORCER PATTERNS (ORPS) FOR 81 OCCUPATIONS, BASED ON JUDGMENTS OF 2,976 SUPERVISORS OF JOBS IN SEVERAL HUNDRED FIRMS. THE MONOGRAPH PRESENTS ORP PROFILES, INTERPRETIVE STATEMENTS FOR EACH ORP, CROSS-REFERENCES TO ORPS WITH SIMILAR PROFILES, AND INFORMATION ON SIMILARITIES AND DIFFERENCES AMONG THE 81 ORPS. DATA WERE OBTAINED FROM MINNESOTA JOB DESCRIPTION QUESTIONNAIRES (MJDQS) COMPLETED BY SUPERVISORS, AT LEAST 20 OF WHICH WERE USED FOR EACH OCCUPATION. RECOMMENDATIONS ARE MADE FOR THE COUNSELING USES OF THE ORP PROFILES. (BP)
ERIC: ED025817 WORK ADJUSTMENT PROJECT, 447 B.A. BUILDING, UNIVERSITY OF MINNESOTA, MINNEAPOLIS, MINNESOTA 55455

3476 OCCUPATIONAL SEGREGATION AMONG WOMEN A HUMAN CAPITAL APPROACH APR 76
POLACHEK, SOLOMON WILLIAM
NORTH CAROLINA UNIV., CHAPEL HILL. DEPT. OF ECONOMICS. ASSISTANT SECRETARY FOR PLANNING, EVALUATION, AND RESEARCH (LABOR), WASHINGTON, D.C.

(CONT.)

3476 CONTRACT NO. OL-8-9-M-5-1808
NOTES: FINAL REPT. FEB 75-APR 76 29P
FEMALES, CAREER DEVELOPMENT, NTISLABASP
AN ALTERNATIVE THEORY FOR OCCUPATIONAL SEGREGATION OF FEMALES IS POSITED. THE WAY IN WHICH OCCUPATIONAL CHOICE AMONG WOMEN VARIES WITH LIFE CYCLE LABOR FORCE PARTICIPATION IS ILLUSTRATED. BY ASSUMING THE EXISTENCE OF VARYING RATES OF ATROPHY (I.E., DEPRECIATION OCCURRING DURING PERIODS OF LABOR FORCE INTERMITTENCY) AS WELL AS VARYING COMPENSATING MARKET RENTAL RATES PER UNIT OF HUMAN CAPITAL FOR EACH OCCUPATION, THE DECISION OF OCCUPATIONAL CHOICE IS EMBEDDED INTO THE HUMAN CAPITAL FRAMEWORK. THE EFFECT OF HOME TIME ON OCCUPATIONAL CHOICE IS MEASURED TO TEST THE HYPOTHESIS WHICH STATES THAT THOSE FEMALES WITH GREATER LABOR FORCE INTERMITTENCY ARE MORE LIKELY TO BE IN OCCUPATIONS WITH A LOW RATE OF ATROPHY.
NTIS: PB-256 804/6ST NTIS PRICES PC$4.00/MF$3.00

3477 OCCUPATIONAL SEGREGATION: AN ALTERNATIVE HYPOTHESIS 1976
POLACHEK, S.W.
JOURNAL OF CONTEMPORARY BUSINESS, VOL.5, NO.1, WINTER 1976, P. 1-12. BIBLIOG. 8
DISCRIMINATION, EMPLOYMENT POLICY, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, LABOR MARKET, MINORITIES, WOMEN IN BUSINESS
SUPPLY DIFFERENCES DUE TO INTERMITTENT FEMALE PARTICIPATION IN THE JOB MARKET ARE PROPOSED AS AN EXPLANATION OF OCCUPATIONAL SEGREGATION. THE RELATIONSHIP BETWEEN ANTICIPATED LABOR FORCE PARTICIPATION AND OCCUPATION AND EDUCATION ARE DISCUSSED.
MGMT: JC076M0001

3478 OCCUPATIONAL SHORTAGES REPORTING SYSTEM, FORECASTING MODEL AND CORRELATION ANALYSIS. JUL 75
PARK, THERESA
TEXAS STATE TECHNICAL INST., WACO.
NOTES: 134P.; REVISION OF ED 106 486
COMPUTER PROGRAMS, DATA ANALYSIS, EMPLOYMENT PATTERNS, EMPLOYMENT PROJECTIONS, EMPLOYMENT TRENDS, JOB MARKET, LABOR MARKET, MATHEMATICAL MODELS, PREDICTION, PREDICTIVE VALIDITY, TECHNICAL EDUCATION, TECHNICAL OCCUPATIONS, VOCATIONAL EDUCATION, TEXAS
THE REPORT PRESENTS A COMPUTER MODEL FOR FORECASTING OCCUPATIONAL SHORTAGES INTO THE NEAR FUTURE BASED ON OCCUPATIONAL DATA REPORTED MONTHLY BY THE TEXAS EMPLOYMENT COMMISSION FOR THE PERIOD JANUARY 1970 TO JULY 1975 AND ON JOB OPENINGS LISTED IN CLASSIFIED WANT ADS FROM SEPTEMBER 1974 TO JULY 1975. THE REPORT DESCRIBES THE METHODOLOGY OF THE OCCUPATIONAL SHORTAGES FORECASTING MODEL AND THE EQUATIONS USED IN THE MODEL (LEAST SQUARES METHOD), AND DESCRIBES THE FEATURES OF THE COMPUTER PROGRAM WITH RESPECT TO INPUT REQUIREMENTS, COMPUTING SEQUENCE, AND OUTPUT DESCRIPTIONS. THE MODEL PREDICTS OCCUPATIONAL SHORTAGES BY EXTRAPOLATIONS OF THE CALCULATED LINEAR FORECASTING EQUATIONS WHICH APPROXIMATE THE NONLINEAR OCCUPATIONAL DATA. THE CORRELATION ANALYSIS WHICH SHOWS (1) HOW WELL THE FORECASTING LINE REPRESENTS THE ACTUAL DATA POINTS AND (2) THE RELIABILITY OF THE PREDICTION IS ALSO INCLUDED. APPENDIX A OF THE REPORT (78 PAGES) PRESENTS COMPUTER GRAPHICAL REPRESENTATIONS OF THE FORECASTING MODEL AS IT APPLIES TO 76 TECHNICAL OCCUPATIONAL AREAS COVERED IN THE VARIOUS DEPARTMENTAL COURSE OFFERINGS OF THE JAMES CONNALLY CAMPUS OF TEXAS STATE TECHNICAL INSTITUTE. APPENDIX B (EIGHT PAGES) PROVIDES THE COMPUTER PROGRAM OF THE FORECASTING MODEL. (JR)
ERIC: ED112166

3479 OCCUPATIONAL SHORTAGES STUDY REPORTING SYSTEM. OCT 74
PARK, THERESA
TEXAS STATE TECHNICAL INST., WACO.
NOTES: 49P.
COMPUTER PROGRAMS, COMPUTERS, COMPUTER STORAGE DEVICES, DATA BASES, EMPLOYMENT OPPORTUNITIES, JOB MARKET, LABOR FORCE, MANPOWER NEEDS, OCCUPATIONAL SURVEYS, OCCUPATIONAL SHORTAGES REPORTING SYSTEM, OSRS, TEXAS
THE OCCUPATIONAL SHORTAGES REPORTING SYSTEM (OSRS) IS A COMPUTERIZED SYSTEM DEVELOPED TO PRODUCE QUICK AND ACCURATE REPORTS ON OCCUPATIONAL SHORTAGES FOR GIVEN TIME PERIODS AND GIVEN OCCUPATIONS IN TEXAS. THE SYSTEMS SALIENT FEATURES ARE EASY AND FAST RETRIEVABILITY OF INFORMATION: EXPANDABILITY OF THE DATA BASE (FROM THE PRESENT 1,254 OCCUPATIONS CODED ACCORDING TO THE UNITED STATES DEPARTMENT OF LABORS DICTIONARY OF OCCUPATIONAL TITLES): AND ABILITY TO PROJECT FUTURE SHORTAGES FROM THE ANALYSIS OF PAST DATA. THE GUIDE DESCRIBES THE INPUT SUBSYSTEM, EXPLAINING THE THREE DIFFERENT TYPES OF INPUT DATA (OCCUPATIONAL DESCRIPTION CARDS, CITY NAME CARDS, AND OCCUPATIONAL SHORTAGE CARDS) AND THEIR METHOD OF CODING AND PREPARATION, AND ILLUSTRATING THEIR EXACT LAYOUT FORMS. IT NEXT DISCUSSES THE COMPUTER SUBSYSTEM, CENTERING ON THE GENERATION OF A DATA BASE WHICH CONTAINS ALL AVAILABLE INFORMATION ON OCCUPATIONAL SHORTAGES AND INCLUDING THE SYSTEM FLOWCHART AND METHODOLOGY OF PROGRAMING. FINALLY THE GUIDELINES DESCRIBES THE OUTPUT SUBSYSTEM, EXPLAINING AND PRESENTING A SAMPLE OF THE OUTPUT REPORT ON OCCUPATIONAL SHORTAGES. (AUTHOR/JR)
ERIC: ED106486

3480 THE OCCUPATIONAL STANDING OF NEGROES BY AREAS AND INDUSTRIES F 71
BERGMANN, BARBARA R.;LYLE, JEROLYN R.
JOURNAL OF HUMAN RESOURCES:6:4:434-447
COMPARATIVE ANALYSIS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, NEGROES, RACIAL ATTITUDES, RACIAL DIFFERENCES, RACIAL DISCRIMINATION, SOCIOECONOMIC STATUS
ERIC: EJ044106

3481 THE OCCUPATIONAL STRUCTURE OF NEW YORK CITY MUNICIPAL HOSPITALS 1970
GILPATRICK, ELEANOR:CORLISS, PAUL K.
HEALTH SERVICES MOBILITY STUDY, NEW YORK.**HUNTER COLL., NEW YORK.**CITY UNIV. OF NEW YORK. RESEARCH FOUNDATION.*EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-82-34-69-34
NOTES: 199P
HOSPITALS, MEDICAL PERSONNEL, NEW YORK, NEW YORK CITY, NTISLABPEU, NTISLABETA
THIS DOCUMENT EXAMINES THE ORGANIZATIONAL CONTEXT WITHIN WHICH NEW YORK CITY MUNICIPAL HOSPITALS ARE STAFFED, AND DESCRIBES FACTORS AFFECTING EMPLOYMENT SUCH AS WAGES, VACANCIES, CREDENTIALING AND MOBILITY WITHIN THE SYSTEM. THE REPORT CONCLUDES THAT THE BARS TO UPWARD MOBILITY ARE NOT DUE TO ENTRY-LEVEL SHORTAGES, AND THAT THE MAJOR IMPEDIMENTS TO UPWARD MOBILITY ARE A LACK OF ORGANIZATIONAL COMMITMENT TO JOB LADDERS, CREDENTIAL BARRIERS, REDUNDANCY OF EDUCATIONAL PROGRAMS, AND THE FACT THAT MIDDLE AND UPPER-LEVEL JOBS REQUIRE A GOOD DEAL OF INVESTMENT IN ACADEMICALLY-BASED EDUCATION. THE REPORT OFFERS SUGGESTIONS ON MOBILITY, JOB PATHWAYS AND TRAINING. IT CALLS FOR THE DEVELOPMENT OF A STRONG MANPOWER FUNCTION AND A COMMITMENT TO A JOB LADDER APPROACH TO FILLING VACANCIES, AND OFFERS SOME MODELS. IT FURTHER SHOWS HOW A JOB LADDER APPROACH CAN SERVE THE NEEDS OF MANAGEMENT BY FILLING VACANCIES, AND CAN SERVE THE NEEDS OF THE EMPLOYEES BY PROVIDING UPWARD MOBILITY.
NTIS: PB-273 985/0ST NTIS PRICES PC A09/MF A01

3482 THE OCCUPATIONAL SUCCESS OF THE RETARDED CRITICAL FACTORS, PREDICTIVE TESTS AND REMEDIAL TECHNIQUES. OCT 66
LARADON HALL OCCUPATIONAL CENTER, DENVER, COLO. VOCATIONAL REHABILITATION ADMINISTRATION (DHEW), WASHINGTON, D.C.
GRANT NO. VRA-987
NOTES: 136P.
APTITUDE TESTS, EDUCABLE MENTALLY HANDICAPPED, EXCEPTIONAL CHILD RESEARCH, MENTALLY HANDICAPPED, OCCUPATIONAL TESTS, PERCEPTUAL DEVELOPMENT, PERSONALITY TESTS, PREDICTIVE ABILITY (TESTING), RATING SCALES, REHABILITATION PROGRAMS, REMEDIAL INSTRUCTION, SEX DIFFERENCES, TESTS, TEST VALIDITY, VOCATIONAL ADJUSTMENT, VOCATIONAL COUNSELING, VOCATIONAL REHABILITATION, YOUNG ADULTS
A JOB SUCCESS RATING SCALE WAS DEVELOPED BY USE WITH 60 MENTALLY RETARDED YOUNG ADULTS (IQS UNDER 80, AGES FROM 18 TO 30), THEIR PARENTS, AND EMPLOYERS. INTERVIEWS AND JOB HISTORIES WERE ANALYZED: AN EXPERIMENTAL TEST BATTERY MEASURING 101 APTITUDE AND PERSONALITY VARIABLES WAS ADMINISTERED. BY FACTOR ANALYSIS AND STATISTICAL PROCEDURES, 17 TESTS WERE SELECTED TO COMPOSE THE LARADON OCCUPATIONAL SUCCESS PREDICTIVE BATTERY. CROSS VALIDATION WAS CONDUCTED WITH THE GROUP OF 60 AND A GROUP OF 51 WITH THREE SUBGROUPS. ANALYSIS OF PREDICTIVE POWER INDICATED THAT IN THE SUBGROUP MOST RESEMBLING THE ORIGINAL 60, THE PREDICTED JOB SUCCESS TENDED TO CORRELATE WITH THE RATED JOB SUCCESS: FEMALE SUBJECTS WERE RATED LOW: INSTITUTIONALIZED RETARDED PERSONS WERE NOT WITHIN THE PREDICTIVE SCOPE: AND THE ECONOMIC LIFE OF THE COMMUNITY INFLUENCED WHAT KIND OF JOB EXPOSURE THE RETARDED PERSON COULD HAVE. METHODS FOR PERCEPTUAL REMEDIATION WERE ALSO DEVELOPED AND TESTED ON NORMAL CHILDREN (AGES 5 TO 17) AND MENTALLY RETARDED TRAINEES AT THE LARADON CENTER. RESULTS INDICATED THAT THE MENTALLY RETARDED SHOWED MORE DEVIATION IN INCONSISTENCY MEASURES THAN IN ACCURACY. THE TESTS ARE APPENDED. (JD)
ERIC: ED024159

3483 OCCUPATIONAL THERAPIST (MEDICAL SER.) 079.128--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. DEC 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 19P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MEDICAL SERVICES, NORMS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL THERAPY, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, OCCUPATIONAL THERAPISTS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED072055

3484 OCCUPATIONAL THERAPY AID (MEDICAL SER.) 079.368-026--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. MAY 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL THERAPY ASSISTANTS, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY

(CONT.)

3484 THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED065618

3485 THE OCCUPATIONAL THESAURUS VOLUME 1 AND VOLUME 2. 73
TEAL, EVERETT A.
LEHIGH UNIV., BETHLEHEM, PA.
NOTES: 506P.: VOLUME 1 IS 303 PAGES: VOLUME 2 IS 203 PAGES
CAREER CHOICE, CAREER OPPORTUNITIES, CAREER PLANNING, COLLEGE MAJORS, GUIDES, HIGHER EDUCATION, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, SECONDARY EDUCATION, VOCATIONAL COUNSELING, VOCATIONAL INTERESTS
PRESENTED IN TWO VOLUMES, THE JOB GUIDE HANDBOOK CAN BE USED BY HIGH SCHOOL AND COLLEGE COUNSELORS, STUDENTS, RECRUITERS FOR BUSINESS AND INDUSTRY, AND PARENTS IN DETERMINING AREAS OF EMPLOYMENT WHICH ARE COMPATIBLE WITH A STUDENTS OR POTENTIAL EMPLOYEES INTERESTS, ABILITIES, AND PREPARATION. VOLUME 1 LISTS JOB AREAS FOR STUDENTS MAJORING IN ANTHROPOLOGY, ECONOMICS, HISTORY, LANGUAGES, MATHEMATICS, POLITICAL SCIENCE, PSYCHOLOGY, AND SOCIOLOGY. VOLUME 2 COVERS POSSIBLE JOBS FOR MAJORS IN ACCOUNTING, BIOLOGY, CHEMISTRY, GEOLOGY, AND PHYSICS. BOTH VOLUMES BEGIN WITH A LENGTHY GLOSSARY OF TERMS PERTAINING TO THE OCCUPATIONS. THE GUIDE IS DIVIDED INTO SECTIONS ACCORDING TO ACADEMIC MAJORS, EACH SECTION PROVIDING A LIST OF AREAS OF EMPLOYMENT FOR THE MAJOR. FOR EACH AREA OF EMPLOYMENT THE GUIDE BRIEFLY DEFINES THE JOB ACTIVITIES INVOLVED, LISTS THE TYPES OF ESTABLISHMENTS PROVIDING JOBS IN THAT AREA, AND LISTS THE JOB OPPORTUNITIES (JOB TITLES) POSSIBLE IN THE AREA OF EMPLOYMENT. (MS)
ERIC: ED113515 EVERETT A. TEAL, PLACEMENT SERVICES, CHRISTMAS-SAUCON HALL, LEHIGH UNIVERSITY, BETHLEHEM, PENNSYLVANIA 18015 (VOLUME 1, $8.00: VOLUME 2, $6.00: VOLUMES 1 AND 2, $11.95)

3486 OCCUPATIONAL TRAINING FOR DISADVANTAGED ADULTS. CURRENT INFORMATION SOURCES, 29. APR 70
SYRACUSE UNIV., N.Y. ERIC CLEARINGHOUSE ON ADULT EDUCATION.
NOTES: 109P.
ANNOTATED BIBLIOGRAPHIES, DISADVANTAGED GROUPS, ENLISTED MEN, FEDERAL PROGRAMS, INFORMATION SOURCES, INSTRUCTIONAL MATERIALS, JOB TRAINING, LOW ABILITY STUDENTS, MANPOWER DEVELOPMENT, MANUALS, PROGRAM EVALUATION, STUDENT CHARACTERISTICS, STUDENT PROBLEMS, SUBPROFESSIONALS, TEACHING GUIDES, YOUTH
THIS ANNOTATED BIBLIOGRAPHY CONTAINS ABOUT 260 ENTRIES ON VARIOUS ASPECTS AND AREAS OF OCCUPATIONAL TRAINING FOR DISADVANTAGED ADULTS. BIBLIOGRAPHIES AND INFORMATION SOURCES ARE LISTED FIRST. THESE ARE FOLLOWED BY SECTIONS ON PROBLEMS OF THE DISADVANTAGED, FEDERAL PROGRAMS, AND NATIONAL POLICIES: JOB TRAINING AND SKILLS PROGRAMS (INCLUDING SOME PROGRAM DESCRIPTIONS): PARAPROFESSIONAL AND NEW CAREERS PROGRAMS: TRAINEE CHARACTERISTICS (DEMOGRAPHIC, PSYCHOLOGICAL, MOTIVATIONAL, SOCIAL) AND THEIR INFLUENCE ON TRAINING: INSTRUCTIONAL MATERIALS, GUIDES, AND TEACHERS MANUALS: AND EVALUATION STUDIES OF VARIOUS TYPES, INCLUDING FOLLOWUP, PREDICTION OF SUCCESS, AND COST EFFECTIVENESS. (LY)
ERIC: ED036676

3487 OCCUPATIONAL TRAINING INFORMATION SYSTEM. FINAL REPORT COMPLETE WITH SYSTEM DOCUMENTATION. 30 JUN 70
BRADEN, PAUL V.:AND OTHERS
OKLAHOMA STATE UNIV., STILLWATER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.: OKLAHOMA STATE DEPT. OF EDUCATION, OKLAHOMA CITY. DEPT. OF VOCATIONAL TECHNICAL EDUCATION.: OKLAHOMA STATE DEPT. OF INDUSTRIAL DEVELOPMENT AND PARKS, OKLAHOMA CITY.: OZARKS REGIONAL COMMISSION, LITTLE ROCK, ARK.
NOTES: 348P.
INFORMATION SYSTEMS, LABOR SUPPLY, MANPOWER DEVELOPMENT, MANPOWER NEEDS, OCCUPATIONAL INFORMATION, ON THE JOB TRAINING, PROGRAM DESCRIPTIONS, STATE PROGRAMS, UNEMPLOYED, VOCATIONAL EDUCATION, OCCUPATIONAL TRAINING INFORMATION SYSTEM, OTIS
THE OVERALL PURPOSE OF THE OCCUPATIONAL TRAINING INFORMATION SYSTEM (OTIS) IS TO PROVIDE IMPROVED DATA FOR EVALUATING RECOMMENDED CHANGES IN OKLAHOMAS STATE PLAN FOR VOCATIONAL EDUCATION. IN ADDITION TO MATCHING MANPOWER SUPPLY AND DEMAND TO SHOW NET DEMAND, THE PROJECT INCLUDES COMPONENTS AND COST ANALYSIS, A FOLLOWUP, UNDERDEVELOPED HUMAN RESOURCES, AND SOCIOPOLITICAL INVOLVEMENTS BETWEEN DIFFERENT AGENCIES WITH SIMILAR GOALS. THIS FINAL REPORT CONTAINS RECOMMENDATIONS FOR IMPROVEMENTS IN THE INFORMATION SYSTEM. IN ADDITION TO RECOMMENDATIONS FOR IMPROVING OCCUPATIONAL TRAINING IN OKLAHOMA, DETAILED DOCUMENTATION FOR MAKING OTIS FULLY OPERATIONAL IS CONTAINED IN THE APPENDIXES, WITH SUFFICIENT INFORMATION TO DUPLICATE THE SYSTEM ELSEWHERE. (BH)
ERIC: ED042050

3488 OCCUPATIONAL WORK EXPERIENCE. (26 STUDENT HANDBOOKS AND 1 INSTRUCTORS MANUAL). 73
OHIO STATE DEPT. OF EDUCATION, COLUMBUS. TRADE AND INDUSTRIAL EDUCATION SERVICE.
CONTRACT NO. 539
HIGH SCHOOL STUDENTS, STUDY GUIDES, TEACHING GUIDES, VOCATIONAL ADJUSTMENT, WORK EXPERIENCE PROGRAMS, EMPLOYMENT EXPERIENCE, WORK ATTITUDES
THIS SET OF MANUALS SUPPLIES A TEACHING GUIDE FOR THE INSTRUCTOR AND 26 STUDY GUIDES FOR THE HIGH SCHOOL STUDENT ENROLLED IN A WORK EXPERIENCE PROGRAM. THE TEACHING GUIDE GIVES THE INSTRUCTOR A RATIONALE FOR EACH UNIT OF INSTRUCTION, SUGGESTED CLASSROOM ACTIVITIES, AND CHALK BOARD USES KEYED TO EACH STUDY UNIT. THE 26 STUDY GUIDES INCLUDE SUCH TITLES AS (1) ORIENTATION, (2) SAFETY, (3) WHY STAY IN SCHOOL, (4) HOW TO STUDY, (5) HOW TO APPLY FOR AND GET A JOB, (6) PERSONAL BUDGETING, (7) SOCIAL SECURITY, (8) WHAT THE EMPLOYER WANTS, AND (9) LABOR LAWS. (MU)
AIM/ARM: VT100477 INSTRUCTIONAL MATERIALS LABORATORY, THE OHIO STATE UNIVERSITY, 1885 NEIL AVENUE, COLUMBUS, OHIO 43210 (STUDENT HANDBOOKS $8.00; INSTRUCTORS MANUAL $4.00).

3489 OCCUPATIONS CLASSIFIED BY THEIR AGE STRUCTURE SUM 75
SMITH, JOHN M.
INDUSTRIAL GERONTOLOGY;2:3;209-21
AGE DIFFERENCES, RESEARCH, OCCUPATIONS, OCCUPATIONAL SURVEYS, CLASSIFICATION, AGE, MANPOWER DEVELOPMENT, OLDER ADULTS, OCCUPATIONAL GUIDANCE, AGE STRUCTURES, MANPOWER PLANNING
AN ANALYSIS OF OCCUPATIONAL AGE STRUCTURES FOR MALES HAS PRAGMATIC IMPLICATIONS FOR VOCATIONAL ADVICE AND DECISIONS (PARTICULARLY FOR OLDER WORKERS), PERSONNEL AND MANPOWER PLANNING, AND EXPERIMENTAL RESEARCH. (A 5-PAGE APPENDIX LISTS OCCUPATIONAL AGE RATIOS FOR 21 CATEGORIES OF OCCUPATIONS BASED ON 1961 CENSUS DATA.) (AUTHOR/AG)
ERIC: EJ122150

3490 OCCUPATIONS OF WOMEN AND BLACK WORKERS, 1962-74 1975
GARFINKLE, S.H.
(U.S.) MONTHLY LABOR REVIEW, VOL.98, NO.11, NOV 1975, P. 25-35.
EMPLOYMENT, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, LABOR FORCE, MINORITIES, WOMEN IN BUSINESS
THERE HAS BEEN SUBSTANTIAL IMPROVEMENT IN THE STATUS OF MINORITIES AND WOMEN IN THE LABOR FORCE.
MGMT: UML75K0025

3491 OFF-FARM AGRICULTURAL OCCUPATIONS IN MONTANA EMPLOYMENT AND EDUCATION. 66
HEANEY, DONALD S.
NOTES: 186P.
AGRICULTURAL EDUCATION, AGRICULTURAL SKILLS, EDUCATIONAL NEEDS, EMPLOYER ATTITUDES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT STATISTICS, OCCUPATIONAL CLUSTERS, OCCUPATIONAL INFORMATION, OCCUPATIONAL SURVEYS, OFF FARM AGRICULTURAL OCCUPATIONS, MONTANA
DATA WERE OBTAINED BY INTERVIEW WITH MANAGERS IN A RANDOM SAMPLE OF 161 BUSINESSES IN 10 SELECTED MONTANA TRADE AND SERVICE CENTERS TO (1) IDENTIFY PRESENT AND EMERGING OFF-FARM AGRICULTURAL OCCUPATIONS, (2) ESTIMATE PRESENT AND ANTICIPATED NUMBERS OF EMPLOYEES, (3) ESTIMATE ANNUAL ENTRY OPPORTUNITIES, (4) DETERMINE NEEDED COMPETENCIES, AND (5) DETERMINE JOB CHARACTERISTICS. THERE WERE 1,127 BUSINESSES AND SERVICES IN THE 10 CENTERS, 337 JOB TITLES, AND 21,854 WORKERS, 56.6 PERCENT OF WHICH NEEDED AGRICULTURAL COMPETENCY. OF THESE 12,369 WORKERS, 10,087 WERE FULL-TIME EMPLOYEES. THE OCCUPATIONAL FAMILIES OF FARM SUPPLY AND EQUIPMENT, FARM SERVICES, AND LIVESTOCK AND POULTRY INDUSTRY REPRESENTED 65 PERCENT OF THE BUSINESSES AND 64 PERCENT OF THE EMPLOYEES. SKILLED AND SEMI-SKILLED EMPLOYMENT LEVELS REPRESENTED 85.5 PERCENT OF THE AGRICULTURAL EMPLOYEES. DURING THE NEXT 5 YEARS, EMPLOYERS EXPECTED TO HIRE 8,428 EMPLOYEES OF WHICH 85.6 PERCENT WOULD BE IN THE THREE AFOREMENTIONED OCCUPATIONAL FAMILIES PLUS ORNAMENTAL HORTICULTURE. FACTORING OF COMPETENCY RATINGS FOR OCCUPATIONAL ENTRY YIELDED 12 COMPETENCY FACTORS INCLUDING ANIMAL SCIENCE, AGRICULTURAL MECHANIZATION, FORESTRY, CROP SCIENCE, RANGE MANAGEMENT, BUSINESS MANAGEMENT, FARM BUILDINGS, CHEMICALS, ELECTRIFICATION, FORESTRY MANAGEMENT, AND ANIMAL BREEDING. THIS D.ED. THESIS WAS SUBMITTED TO THE PENNSYLVANIA STATE UNIVERSITY. (JM)
ERIC: ED022378 UNIVERSITY MICROFILMS, INC., 300 NORTH ZEEB ROAD, ANN ARBOR, MICHIGAN 48106 (67-1931, MICROFILM $3.00, XEROXED COPY $8.80XM

3492 THE OFFICE REVOLT OF THE STEPFORD WIVES 1977
GIBLIN, L.B.; GIBLIN, E.J.
SUPERVISORY MANAGEMENT, VOL.22, NO.1, JAN 1977, P. 2-9.
CAREER DEVELOPMENT, HUMAN RELATIONS, HUMAN RESOURCE DEVELOPMENT, JOB DESCRIPTION, JOB PERFORMANCE, MANAGEMENT, PERSONNEL MANAGEMENT, SUPERIOR SUBORDINATE RELATIONSHIP, WOMEN IN BUSINESS
EXAMINES THE NEED FOR A THOROUGH RE-EVALUATION OF THE BOSS-SECRETARY RELATIONSHIP, THE PERFORMANCE EXPECTATIONS, AND CAREER GOALS AND DEVELOPMENT.
MGMT: SPM77A0002

3493 OFFICE WORK PERCEPTIONS HELD BY TENTH GRADE FEMALE STUDENTS ENROLLED IN URBAN HIGH SCHOOLS SERVING DISADVANTAGED YOUTH. 68
DYE, FRANKLIN MADDOX
NOTES: 28P.
ATTITUDE TESTS, AVERAGE STUDENTS, BIBLIOGRAPHIES, COMPARATIVE ANALYSIS, DISADVANTAGED YOUTH, DOCTORAL THESES, EMPLOYEE ATTITUDES, FEMALES, GRADE 10, MATERIAL DEVELOPMENT, OFFICE OCCUPATIONS, PERCEPTION, PERCEPTION TESTS, QUESTIONNAIRES, STUDENT ATTITUDES.

(CONT.)

3493 TABLES (DATA), URBAN SCHOOLS, URBAN YOUTH, WORK ATTITUDES
THE PURPOSE OF THIS STUDY WAS TO DEVELOP A VALID AND RELIABLE PERCEPTION INSTRUMENT AND TO USE THE INSTRUMENT TO IDENTIFY THE SIGNIFICANT PERCEPTIONS OF OFFICE WORK HELD BY 10TH GRADE FEMALE STUDENTS ENROLLED IN URBAN HIGH SCHOOLS SERVING DISADVANTAGED YOUTH, AND TO COMPARE THESE PERCEPTIONS WITH THOSE HELD BY 10TH GRADE FEMALE STUDENTS ENROLLED IN URBAN HIGH SCHOOLS SERVING ADVANTAGED YOUTH AND WITH THOSE HELD BY BEGINNING FEMALE WORKERS IN OFFICE OCCUPATIONS. DATA WERE COLLECTED BY A 50-ITEM PERCEPTION INSTRUMENT WHICH WAS ADMINISTERED TO 1,043 FEMALE STUDENTS ENROLLED IN 16 HIGH SCHOOLS AND TO 155 BEGINNING FEMALE WORKERS IN OFFICE OCCUPATIONS. THE OFFICE WORK PERCEPTIONS HELD BY 10TH GRADE FEMALE STUDENTS IN DISADVANTAGED AREAS WERE FOUND TO DIFFER SIGNIFICANTLY FROM THOSE HELD BY ADVANTAGED STUDENTS IN FOUR OF THE EIGHT CITIES INCLUDED IN THE STUDY; THEY ALSO DIFFERED SIGNIFICANTLY FROM THOSE HELD BY BEGINNING FEMALE WORKERS IN OFFICE OCCUPATIONS IN ONE OF THE THREE CITIES INCLUDED IN THE STUDY. ALSO, THERE WERE SIGNIFICANT DIFFERENCES AMONG THE OFFICE WORK PERCEPTIONS WHEN THE TOTAL SCORES WERE COMPARED FOR ALL GROUPS OF 10TH GRADE FEMALE STUDENTS ENROLLED IN URBAN HIGH SCHOOLS SERVING DISADVANTAGED YOUTH IN THE EIGHT U.S. CITIES. (CH)
ERIC: ED031553 UNIVERSITY MICROFILMS, INC., 300 NORTH ZEEB ROAD, ANN ARBOR, MICHIGAN 48106 (68-12832, MICROFILM $3.60, XEROXED $12.60)

3494 OFFICE-MACHINE SERVICEMEN (ANY IND.) 5-83.111--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. APR 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SERVICE WORKERS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, OFFICE MACHINE SERVICEMEN
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063418

3495 OFFSET-DUPLICATING-MACHINE OPERATOR (CLERICAL) 207.782--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. AUG 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINISTS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, REPROGRAPHY, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, OFFSET DUPLICATING MACHINE OPERATOR
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED072058

3496 OFFSET-WEB-PRESS MAN (PRINT. & PUB.), 4-48.033--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. NOV 65
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PRINTING, PUBLISHING INDUSTRY, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, OFFSET WEB PRESS MAN
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR

(CONT.)
3496 COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC; ED069650

3497 OHIOS BOOKS/JOBS PROGRAM OCT 1 70
SHUBERT, JOSEPH F.;DOWLIN, C. EDWIN
LIBR J;95;17;3239-3243
EMPLOYMENT PROGRAMS, JOB MARKET, LIBRARY MATERIALS, LIBRARY PROGRAMS, LIBRARY SERVICES, PILOT PROJECTS, UNDEREMPLOYED, UNEMPLOYED, BOOKS JOBS PROGRAM
THE PURPOSE OF THE BOOKS/JOBS PROGRAM IS TO HELP OHIOS LIBRARIES REACH AND SERVE BOTH THOSE NEEDING INFORMATION AND SKILLS IN ORDER TO OBTAIN AND HOLD JOBS AND THE STAFFS OF GOVERNMENT AND SOCIAL AGENCIES WHICH WORK WITH THE UNEMPLOYED AND UNDEREMPLOYED. (AUTHOR/MF)
EPIC; EJ027234

3498 OICS OF AMERICA, INC., ECONOMIC DEVELOPMENT PROGRAM JUN 76
OPPORTUNITIES INDUSTRIALIZATION CENTER OF AMERICA, INC., PHILADELPHIA, PA.*ECONOMIC DEVELOPMENT ADMINISTRATION, WASHINGTON, D.C.
GRANT NO. EDA-99-6-09171
NOTES; FINAL REPT. 54P
ECONOMIC DEVELOPMENT, TECHNICAL ASSISTANCE, BEAUFORT(SOUTH CAROLINA), SOMERVILLE(NEW JERSEY), WORCESTER(MASSACHUSETTS), NTISCOMEDA
THE STUDY IS ABOUT THE JOINT EFFORTS AND UNDERTAKINGS OF BOTH THE OIC/A AND EDA IN INCREASED ASSISTANCE TO THOUSANDS OF DISADVANTAGED CITIZENS OF THIS NATION. WHILE THE GOALS OF EACH ORGANIZATION ARE DIFFERENT, THEY ARE COMPLEMENTARY AND MUTUALLY SUPPORTIVE. THE TRUST OF THE EDA GOALS ARE TO FACILITATE THE ECONOMIC DEVELOPMENT OF GEOGRAPHICAL AREAS AND REGIONS. OICS GOALS ARE TO DEVELOP THE HUMAN SKILLS OF THE RESIDENTS OF THESE AREAS. THREE PHASES OF DEVELOPMENT OVER A TWELVE MONTH PERIOD HAVE BEEN UNDERTAKEN. PLANNING AND IMPLEMENTATION, TECHNICAL ASSISTANCE AND PROGRAM EVALUATION.
NTIS; PB-270 352/8ST NTIS PRICES PC A04/MF A01

3499 OIL-BURNER-INSTALLATION-AND-SERVICEMAN (ANY IND.)--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUL 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES; 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SERVICE OCCUPATIONS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC; ED065619

3500 OLD SHIP LAUNCHES NEW LIVES NOV 70
CORRIGAN, ANNE WOODWARD
MANPOWER;2;11;21-25
ECONOMICALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, MARINE TECHNICIANS, OCEANOLOGY
ERIC; EJ028002

3501 OLDER AMERICAN COMMUNITY SERVICE EMPLOYMENT ACT, HEARINGS BEFORE THE SPECIAL SUBCOMMITTEE ON AGING. 70
CONGRESS OF THE U.S., WASHINGTON, D.C. SENATE COMMITTEE ON LABOR AND PUBLIC WELFARE.
NOTES; 214P.
MANPOWER UTILIZATION, OLDER ADULTS, EMPLOYMENT PROGRAMS, LOW INCOME GROUPS, LABOR LEGISLATION, MANPOWER DEVELOPMENT, PROGRAM DEVELOPMENT, FEDERAL LEGISLATION
HELD IN RELATION TO SENATE BILL 3604 WHICH WILL AUTHORIZE THE ESTABLISHMENT OF AN OLDER WORKER COMMUNITY SERVICE PROGRAM. 3 DAYS OF HEARINGS ARE PRESENTED IN THIS DOCUMENT. INCLUDED IN THE DOCUMENT ARE STATEMENTS AND TESTIMONIES REGARDING THIS PROGRAM. (BH)
AIM/ARM; WT013293 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE,

(CONT.)
3501 WASHINGTON, D.C. 20402 (Y4.L11/2 OL1/4, $1.00).

3502 OLDER JOB SEEKERS AND OCCUPATIONAL INFORMATION. 71
ADAMS, LEONARD D.:ANDERSON, W. MICHAEL
NOTES: 5P.; FOR RELATED DOCUMENTS CONCERNING OIAS SEE CE 000 648, CE 000 649, AND CE 000 652
CAREER PLANNING, COMPUTER ORIENTED PROGRAMS, INFORMATION SYSTEMS, INFORMATION UTILIZATION, MIDDLE AGED, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, OLDER ADULTS, QUESTIONNAIRES, HELP ELDERLY LOCATE POSITIONS, OCCUPATIONAL INFORMATION ACCESS SYSTEM
HELP ELDERLY LOCATE POSITIONS (HELP), SPONSORED BY THE EMERALD EMPIRE COUNCIL ON AGING AND FUNDED BY THE ADMINISTRATION ON AGING, IS A NON-PROFIT EMPLOYMENT REFERRAL SERVICE FOR OLDER WORKERS, 55 AND OLDER, THAT HAS HELPED 1,206 ELDERLY WORKERS FIND JOBS. A MAJOR AREA OF INVOLVEMENT AT HELP FOCUSED ON EXPOSING THE OLDER JOB SEEKER TO THE OCCUPATIONAL INFORMATION ACCESS SYSTEM AND OBSERVING HIS REACTIONS TO THE SYSTEM. UPON COMPLETION OF THE OIAS QUESTIONNAIRE, WHICH LISTS OCCUPATIONS TO EXPLORE APPROPRIATE TO APTITUDES AND INTERESTS, FIFTEEN NEW REGISTRANTS WERE ASKED TO COMPLETE AN EVALUATION OF THE PROCESS. THE EVALUATION WAS CONCERNED WITH THEIR IMPRESSIONS OF THE SYSTEM, OPINIONS TOWARD OLDER PEOPLE ENTERING NEW OCCUPATIONS, THEIR CONSIDERATION OF PROFESSIONS INDICATED SUITABLE BY THE SYSTEM, AND THEIR RATINGS OF VARIOUS SOURCES OF OCCUPATIONAL INFORMATION. RESULTS INDICATED A FAVORABLE REACTION OF OIAS USAGE IN A COUNSELING CONTEXT. (EA)
ERIC: ED084436

3503 OLDER PEOPLE, WORK, AND FULL EMPLOYMENT NOV-DEC 76
BALTEN, MICHAEL D.:KESTENBAUM, SARA
SOCIAL POLICY:7:3:30-33
GERONTOLOGY, OLDER ADULTS, EMPLOYMENT PRACTICES, CAREER PLANNING, CAREER CHANGE, GERIATRICS, AGE GROUPS, SENIOR CITIZENS, EMPLOYMENT OPPORTUNITIES, FEDERAL PROGRAMS
SUGGESTS THAT THE CURRENT APPROACH TO OLDER WORKERS ON THE PART OF GOVERNMENT POLICY MAKERS APPEARS TO BE A NONPOLICY, THAT IS, THEY HOPE THAT BY NOT LOOKING AT THE PROBLEMS IT WILL GO AWAY. (AUTHOR)
ERIC: EJ152576

3504 THE OLDER WORKERS STAKE IN WORKERS COMPENSATION W 75
BERKOWITZ, MONROE
INDUSTRIAL GERONTOLOGY:2:1:53-61
OLDER ADULTS, WORKMANS COMPENSATION, JOB APPLICANTS, EMPLOYMENT PROBLEMS, FEDERAL LEGISLATION, LABORERS, EMPLOYMENT, FEDERAL STATE RELATIONSHIP, STATE PROGRAMS, LABOR CONDITIONS
STATE WORKERS COMPENSATION PROGRAMS CAN ADD ANOTHER BARRIER FOR OLDER WORKERS TO SURMOUNT AT THE HIRING GATE. STATE PROGRAMS DO NOT FURNISH ADEQUATE OR EQUITABLE PROTECTION, AND THE NATIONAL COMMISSION ON STATE WORKMENS COMPENSATION LAWS HAS MADE RECOMMENDATIONS TO IMPROVE COVERAGE: NEW STANDARDS MUST BE MET BY JULY, 1975. (AUTHOR)
ERIC: EJ112130

3505 OLE OR HOORAY, ITS BOTH WORK AND PLAY DEC 75
SLACK, GEORGIA
MANPOWER:7:12:15-8
MANPOWER DEVELOPMENT, PROGRAM DESCRIPTIONS, RECREATIONAL PROGRAMS, ON THE JOB TRAINING, BILINGUAL TEACHERS, PROGRAM DEVELOPMENT, PROGRAM CONTENT, TEACHING METHODS, PARTICIPANT CHARACTERISTICS, GOVERNMENT ROLE, FLORIDA (HIALEAH), COMPREHENSIVE EMPLOYMENT AND TRAINING ACT
A BILINGUAL MANPOWER RECREATION TRAINING PROGRAM IN HIALEAH, FLORIDA, PROVIDES ON-THE-JOB TRAINING FOR UNDEREMPLOYED OR UNEMPLOYED 13 TO 24 YEAR OLDS FROM DISADVANTAGED FAMILIES. THE YEAR-ROUND PROGRAM ENCOMPASSES CLASSROOM AS WELL AS PLAYGROUND TRAINING, AND PARTICIPANT REACTIONS DESCRIBE A SUCCESSFUL PROGRAM. (LH)
ERIC: EJ128923

3506 CMAT PROJECT 82-29-18. FINAL REPORT. SEP 66
NEW JERSEY OFFICE OF ECONOMIC OPPORTUNITY, TRENTON. OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
NOTES: 93P.
COUNSELING, DROPOUT PROGRAMS, HISTORICAL REVIEWS, JOB PLACEMENT, ON THE JOB TRAINING, PROGRAM ADMINISTRATION, RECRUITMENT, RURAL EDUCATION, RURAL YOUTH, NEW JERSEY
A RURAL YOUTH DEVELOPMENT PROGRAM WAS ORGANIZED IN 1965 AS AN AGENCY UNDER THE NEW JERSEY OFFICE OF ECONOMIC OPPORTUNITY TO PROVIDE COUNSELING, EDUCATION, VOCATIONAL TRAINING, AND JOB PLACEMENT FOR APPROXIMATELY 600 DISADVANTAGED NEW JERSEY RURAL YOUTH. THE FIRST OF TWO PHASES WAS DESIGNED TO PROVIDE 450 YOUNG MEN, AGES 16 THROUGH 21, WITH SHORT TERM EMPLOYMENT AT PUBLICLY OWNED FACILITIES, AND WAS ADMINISTERED BY THE STATE DEPARTMENT OF CONSERVATION AND ECONOMIC DEVELOPMENT. THE SECOND PHASE, THE MANPOWER DEVELOPMENT AND TRAINING COMPONENT, WHICH WAS SUPPORTED BY A CONTRACT WITH THE OFFICE OF MANPOWER, AUTOMATION, AND TRAINING OF THE UNITED STATES DEPARTMENT OF LABOR, WAS DESIGNED TO PROVIDE ON-THE-JOB TRAINING WITH PUBLIC OR PRIVATE EMPLOYERS FOR THE 450 YOUNG MEN COMPLETING THE FIRST PHASE OF THE PROGRAM, PLUS 150 ADDITIONAL YOUTHS. ASPECTS OF THE TOTAL PROGRAM DISCUSSED IN THIS REPORT ARE ORGANIZATION, SEQUENTIAL HISTORY, RECRUITMENT, FIELD OPERATIONS, COUNSELING, JOB DEVELOPMENT, AND EDUCATION. A RELATED DOCUMENT IS RC 002 661. (YM)
ERIC: ED022606

3507 OMITTING THE BOTTOM RUNG BARRIERS TO PROFESSIONALISM IN MANPOWER DEVELOPMENT 1974
PRESSLEY, C.O.
ADHERENT, VOL.1, NO.1, OCTOBER 1974, P. 40-46.
CAREER DEVELOPMENT, CORPORATE RESPONSIBILITY, ECONOMICS, EMPLOYMENT POLICY, GOVERNMENT INTERVENTION, HUMAN RESOURCE DEVELOPMENT, INCENTIVES, LABOR MARKET, MINORITIES, POLICY, POVERTY, PROFESSIONAL RESPONSIBILITY, QUALITY OF LIFE, TRAINING AND DEVELOPMENT, UNEMPLOYMENT, WHITE COLLAR WORKER
DISCUSSES THE DIFFICULTIES INVOLVED IN A MANPOWER TRAINING PROGRAM WHICH IS ADMINISTERED AND PLANNED AT THE FEDERAL LEVEL OF GOVERNMENT.
MGMT: ADM74J0040

3508 ON IMPROVING THE ECONOMIC STATUS OF THE NEGRO. 65
TOBIN, JAMES
AMERICAN ACADEMY OF ARTS AND SCIENCE, BOSTON, MASS.
AGRICULTURAL LABORERS, ECONOMIC CLIMATE, ECONOMIC DISADVANTAGEMENT, ECONOMIC STATUS, EMPLOYMENT PRACTICES, FEDERAL AID, FINANCIAL POLICY, INCOME, JOB TRAINING, LABOR FORCE, LABOR MARKET, MANPOWER UTILIZATION, NEGROES, RACIAL DISCRIMINATION, UNEMPLOYMENT, WELFARE
EFFORTS TO ELIMINATE NEGRO POVERTY MUST BE UNDERTAKEN WITHIN A FAVORABLE OVERALL ECONOMIC CLIMATE, AND THE CURRENT CLIMATE IS NOT FAVORABLE BECAUSE MANPOWER AND PLANT CAPACITY ARE NOT FULLY UTILIZED. SUCH FACTORS AS LIMITED JOBS, EXAGGERATED JOB REQUIREMENTS, LOWER EARNING CAPACITY, DURATION OF UNEMPLOYMENT, FLUCTUATIONS OF THE BUSINESS CYCLE, AND RESTRICTIVE PRACTICES CONTRIBUTE TO THE POOR ECONOMIC SITUATION OF THE NEGRO. THE SINGLE MOST IMPORTANT STEP TO IMPROVE THIS CONDITION IS A TIGHT LABOR MARKET IN WHICH UNEMPLOYMENT IS LOW AND JOB VACANCIES ARE PLENTIFUL. HOWEVER, FISCAL AND MONETARY MEASURES TO CREATE FULL EMPLOYMENT IN PEACETIME ARE CONSTRAINED BY THE OBSESSIVE FEAR OF INFLATION AND BALANCE OF PAYMENTS DEFICITS, WHICH IS THE RESULT OF THE FIXED IDEA OF STABLIZING THE GOLD VALUE OF THE DOLLAR. REFORMS IN THE ECONOMIC STRUCTURE WHICH WOULD IMPROVE LABOR MOBILITY AND BREAK THROUGH RESTRICTIVE BARRIERS WOULD MEET WITH ECONOMIC AND POLITICAL RESISTANCE FROM ALL KINDS OF SPECIAL GROUPS. FOR THOSE WITH LOW EARNING CAPACITY SUPPLEMENTAL INCOME IS IMPERATIVE (E.G., AN INCOME ALLOWANCE OR NEGATIVE INCOME TAX) TO REPLACE THE DEMORALIZING, ECONOMICALLY AND SOCIALLY UNSOUND PRESENT PUBLIC ASSISTANCE POLICIES. OTHER MEASURES TO INCREASE INCOME ARE DAY CARE AND PRESCHOOL PROGRAMS TO ENABLE THE MOTHER TO WORK AND THE RETRAINING OF FARM WORKERS FOR URBAN AND INDUSTRIAL JOBS. THIS ARTICLE WAS PUBLISHED IN THE FALL 1965 ISSUE OF DAEDALUS, AN ISSUE ON THE NEGRO AMERICAN, AND IS AVAILABLE FROM THE PUBLISHER AS A BACK ISSUE. MATERIAL IN THE ISSUE WAS ALSO PUBLISHED AS A BOOK, HOUGHTON MIFFLIN, 1966, $3.50. (NH)
ERIC: ED013840

3509 ON MANPOWER FORECASTING. METHODS FOR MANPOWER ANALYSIS, NO.2. SEP 68
MORTON, J.E.
UPJOHN (W.E.) INST. FOR EMPLOYMENT RESEARCH, KALAMAZOO, MICH.
NOTES: 57P.
ECONOMIC RESEARCH, EMPLOYMENT PROJECTIONS, MANPOWER NEEDS, MATHEMATICAL MODELS, MEASUREMENT TECHNIQUES, PREDICTION, RESEARCH CRITERIA, RESEARCH METHODOLOGY, RESEARCH PROBLEMS
SOME OF THE PROBLEMS AND TECHNIQUES INVOLVED IN MANPOWER FORECASTING ARE DISCUSSED. THIS NON-TECHNICAL INTRODUCTION TO THE FIELD AIMS AT REDUCING FEARS OF DATA MANIPULATION METHODS AND AT INCREASING RESPECT FOR CONCEPTUAL, LOGICAL, AND ANALYTICAL ISSUES. THE MAJOR APPROACHES TO MANPOWER FORECASTING ARE EXPLICATED AND EVALUATED UNDER THE HEADINGS (1) SOME CURVE-FITTING TECHNIQUES, INVOLVING ESSENTIALLY THE METHODS OF POPULATION FORECASTING, (2) DIRET MANPOWER FORECASTS, WHICH MAKE USE OF MANPOWER VARIABLES ONLY, (3) DERIVED MANPOWER FORECASTS, WHICH RELY ON SAFELY PREDICTABLE VARIABLES (POPULATION OR ECONOMIC) WHICH ARE ASSOCIATED WITH MANPOWER VARIABLES, AND (4) ECONOMETRIC MODELS, WHICH MATHEMATICALLY DEPICT RELATIONSHIPS OF SINGLE OR MULTIPLE VARIABLES. AN INTRODUCTORY SECTION DISCUSSES THE ROLE OF MANPOWER FORECASTING AND ITS HISTORICAL DEVELOPMENT. THE CONCLUDING SECTION REVIEWS THE FORECASTING TECHNIQUES IN TERMS OF THE FOLLOWING DICHOTOMIES (1) SHORT-TERM VERSUS LONG-TERM FORECASTING, (2) STOCHASTIC VERSUS THE DETERMINISTIC APPROACH, (3) POINT VERSUS INTERVAL FORECASTS, (4) UNCONDITIONAL VERSUS CONDITIONAL FORECASTS, AND (5) FIRST-ORDER VERSUS HIGHER-ORDER FORECASTS. (ET)
ERIC: ED025661 W.E. UPJOHN INSTITUTE FOR EMPLOYMENT RESEARCH, 1101 SEVENTEENTH STREET, N.W. WASHINGTON, D.C. 20036

3510 ON MEASURING THE VOCATIONAL INTERESTS OF WOMEN MAR 73
COLE, NANCY S.
JOURNAL OF COUNSELING PSYCHOLOGY:20:2:105-112
FEMALES, INTEREST TESTS, OCCUPATIONAL CHOICE, SEX DIFFERENCES, VOCATIONAL INTERESTS, TEST RESULTS, OCCUPATIONAL TESTS, CAREER PLANNING, STEREOTYPES, INTEREST RESEARCH
ANALYSES OF THE INTERRELATIONSHIPS OF SCALES ON COMMON INTEREST INVENTORIES AND OF THE INTEREST PATTERNS OF WOMEN SELECTING VARIOUS OCCUPATIONS SUPPORT THE SIMILARITY OF THE STRUCTURE OF WOMENS INTERESTS TO THE STRUCTURE PREVIOUSLY FOUND FOR MEN. THIS INFORMATION SHOULD BE USED TO PROVIDE WOMEN WITH INFORMATION ABOUT MORE AND MORE DIVERSE CAREER OPTIONS THAN ARE NOW COMMONLY AVAILABLE. (AUTHOR)
ERIC: EJ090954

3511 ON MONOPSONISTIC EXPLOITATION IN PROFESSIONAL BASEBALL 1976
MEDOFF, M.H.
QUARTERLY REVIEW OF ECONOMICS AND BUSINESS, VOL.16, NO.2, SUMMER 1976, P. 113-121.
BIBLIOG. 7
COMPENSATION, ECONOMICS, EMPLOYMENT, FINANCE, MONOPOLIES, PRODUCTIVITY, REVENUE, SPORTS
MARGINAL REVENUE PRODUCT, SALARY, AND RATES OF MONOPOLISTIC EXPLOITATION ARE STUDIED FOR THREE QUALITY CATEGORIES OF PLAYERS. A REEXAMINATION OF PAY AND PERFORMANCE REVEALED THAT BASEBALL PLAYERS ARE PAID BETWEEN THIRTY AND FIFTY PERCENT OF THEIR ECONOMIC WORTH.
MGMT: QRE76P0113

3512 ON REFORMING THE EMPLOYMENT ACT 1976
LEVITAN, S.A.
CONFERENCE BOARD RECORD, VOL.13, NO.9, SEPT 1976, P. 2-4.
CONGRESS, ECONOMICS, FULL EMPLOYMENT, INFLATION, LABOR MARKET, LEGISLATION, PUBLIC ADMINISTRATION, PUBLIC WELFARE, UNEMPLOYMENT, WAGES
THE HUMPHREY-HAWKINS AMENDMENT TO THE EMPLOYMENT ACT IS NECESSARY FOR THE NATIONS ECONOMIC HEALTH, BUT ITS GOALS MUST BE MADE MORE REALISTIC AND IT MUST REFLECT PRESENT DAY SOURCES OF PERSONAL INCOME.
MGMT: CBR76I0002

3513 ON THE ACCURACY OF LABOR FORCE PROJECTIONS OCT 72
ROSENBLUM, MARC
MONTHLY LABOR REVIEW:95:10:22-29
EMPLOYMENT PROJECTIONS, ERROR PATTERNS, LABOR FORCE, WORKING WOMEN, LABOR FORCE PARTICIPATION
ANALYSIS OF RESULTS FOR 1960, 1965, AND 1970, AND MORE RECENT DATA PRESAGE A GROWING GAP BETWEEN THE PROJECTED FEMALE LABOR FORCE AND ITS ACTUAL SIZE. (EDITOR)
ERIC: EJ064676

3514 ON THE COMING DEMISE OF JOB ENRICHMENT. TECHNICAL REPORT NO. 9. DEC 74
HACKMAN, J. RICHARD
YALE UNIV., NEW HAVEN, CONN. DEPT. OF ADMINISTRATIVE SCIENCES. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.; OFFICE OF NAVAL RESEARCH, WASHINGTON, D.C. ORGANIZATIONAL EFFECTIVENESS RESEARCH PROGRAM.
NOTES: 33P.
ATTITUDES, AUTOMATION, EVALUATION, FAILURE FACTORS, JOB DEVELOPMENT, JOB SATISFACTION, MOTIVATION, ORGANIZATIONAL CHANGE, PERSONNEL MANAGEMENT, PRODUCTIVITY, PROGRAM EFFECTIVENESS, SUCCESS FACTORS, JOB ENRICHMENT
JOB ENRICHMENT RAPIDLY IS BECOMING ONE OF THE MOST WIDELY USED BEHAVIORAL SCIENCE STRATEGIES FOR ORGANIZATIONAL CHANGE. AND THERE IS SCATTERED BUT COMPELLING EVIDENCE THAT, UNDER CERTAIN CONDITIONS, THE TECHNIQUE CAN LEAD SIMULTANEOUSLY TO BOTH IMPROVED PRODUCTIVITY AND AN INCREASE IN THE QUALITY OF EMPLOYEE WORK EXPERIENCES. YET OBSERVATIONS OF ON-GOING JOB ENRICHMENT PROJECTS IN A NUMBER OF ORGANIZATIONS SUGGEST THAT THE APPROACH IS FAILING IN PRACTICE AT LEAST AS OFTEN AS IT IS SUCCEEDING--AND THAT ITS FUTURE AS A STRATEGY FOR PERSONAL AND ORGANIZATIONAL CHANGE MAY BE BLEAK. THE REPORT (1) EXPLORES A NUMBER OF FREQUENTLY-OBSERVED ERRORS IN IMPLEMENTING JOB ENRICHMENT THAT CAN LEAD TO FAILURES OF THE TECHNIQUE, AND (2) IDENTIFIES A NUMBER OF INGREDIENTS FOUND TO BE COMMON TO MOST OF THE SUCCESSFUL JOB ENRICHMENT PROJECTS THAT WERE OBSERVED. (AUTHOR)
ERIC: ED109350

3515 ON THE FEASIBILITY OF A LABOR MARKET INFORMATION SYSTEM. VOLUME 1. FINAL REPORT FOR PERIOD JULY 1, 1970-JUNE 30, 1974. JUN 74
COHEN, MALCOLM S.
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 104P.; FOR RELATED DOCUMENTS SEE IR 000 914 AND 915
COMPUTER ORIENTED PROGRAMS, EMPLOYMENT, FEASIBILITY STUDIES, INFORMATION DISSEMINATION, INFORMATION PROCESSING, INFORMATION RETRIEVAL, INFORMATION SERVICES, INFORMATION SYSTEMS, INFORMATION UTILIZATION, JOB MARKET, LABOR CONDITIONS, LABOR DEMANDS, LABOR MARKET, MANPOWER NEEDS, MANPOWER UTILIZATION, UNEMPLOYMENT, COLORADO, EMPLOYMENT SECURITY, LABOR MARKET INFORMATION SYSTEM, MICHIGAN, MICRO, WISCONSIN
A STUDY WAS DESIGNED TO EVALUATE THE NEED FOR NEW LABOR MARKET INFORMATION AND FOR METHODS OF MAKING BETTER USE OF CURRENTLY COLLECTED STATISTICAL AND ADMINISTRATIVE DATA. THE PROJECT WAS TO DEMONSTRATE VARIOUS INFORMATION TECHNOLOGIES WHICH WOULD IMPROVE THE DELIVERY OF LABOR MARKET INFORMATION. VARIOUS COMPUTER MODELS OF LABOR MARKET INFORMATION SYSTEMS WERE BUILT TO TEST OUT THE POSSIBLE USES OF THESE SYSTEMS BY THREE STATE EMPLOYMENT SECURITY AGENCIES IN COLORADO, MICHIGAN, AND WISCONSIN. AMONG THE MAJOR RESEARCH FINDINGS ARE (1) A GREAT NEED FOR COMPUTER PROGRAMS WHICH CAN AID IN THE SUMMARIZATION, TABULATION, AND ANALYSIS OF LABOR MARKET INFORMATION; (2) THE PROTOTYPE INFORMATION SYSTEM MICRO WAS FOUND TO BE THE SORT OF SYSTEM WHICH CAN BE USED AT MODEST COST TO MEET THE NEED FOR RAPID TABULATION AND ANALYSIS OF LABOR MARKET INFORMATION; (3) PROCEDURES TO FORECAST UNEMPLOYMENT, UNIVERSE OF NEED FOR MANPOWER SERVICES, SUPPLY AND DEMAND FOR LABOR CAN BE AUTOMATED AT GREAT POTENTIAL SAVING TO MANPOWER ANALYSTS; (4) CONSIDERABLE COST SAVINGS CAN BE ACHIEVED BY CENTRALIZING COMPUTER SOFTWARE FOR RETRIEVAL ANALYSIS AND FORECASTING; AND (5) WHILE BETTER USE CAN BE MADE OF ADMINISTRATIVE RECORDS, THERE ARE SOME DATA NEEDS WHICH CAN ONLY BE MET BY NEW DATA COLLECTION. (WCM)
ERIC: ED094717 INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS, PUBLICATIONS OFFICE, 401

(CONT.)
3515 SOUTH FOURTH STREET, ANN ARBOR, MICHIGAN 48106 ($3.00)

3516 ON THE FEASIBILITY OF A LABOR MARKET INFORMATION SYSTEM. VOLUME 2. FINAL REPORT FOR THE PERIOD JULY 1, 1970-JUNE 30, 1974. JUN 74
COHEN, MALCOLM S.
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 193P.; FOR RELATED DOCUMENTS SEE IR 000 913 AND 915
FEASIBILITY STUDIES, LABOR ECONOMICS, LABOR MARKET, MANPOWER NEEDS, MODELS, SIMULATION, UNEMPLOYMENT INSURANCE, URBAN AREAS, URBAN POPULATION, LABOR MARKET INFORMATION SYSTEM, SIMULATION OF LABOR MARKET INFORMATION
VOLUME 2 CONTAINS SUPPORTING APPENDIXES OF A THREE-VOLUME STUDY DESIGNED TO EVALUATE THE NEED FOR NEW LABOR MARKET INFORMATION. THE STUDY ALSO SOUGHT TO IMPROVE METHODS FOR MAKING BETTER USE OF CURRENTLY COLLECTED STATISTICAL AND ADMINISTRATIVE DATA. THE APPENDIXES SUPPORT VOLUME 1, CHAPTER 4 LOCAL LABOR MARKET MODELS AND CONTAIN (1) A MODEL OF UNEMPLOYMENT INSURANCE, (2) A DESCRIPTION OF DATA USED FOR THE ECONOMIC MODEL OF LABOR SUPPLY AND DEMAND, (3) A SHORT GUIDE TO THE USE OF THE SOLAMI SIMULATION PROGRAM (SIMULATION OF LABOR MARKET INFORMATION), AND (4) A DISCUSSION OF THE RELATIVE EARNING EFFECT OF GEOGRAPHICAL MOBILITY. (WCM)
ERIC: ED094718 INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS, PUBLICATIONS OFFICE, 401 SOUTH FOURTH STREET, ANN ARBOR, MICHIGAN 48106 ($3.00)

3517 ON THE FEASIBILITY OF A LABOR MARKET INFORMATION SYSTEM. VOLUME 3. FINAL REPORT FOR PERIOD JULY 1, 1970-JUNE 30, 1974. JUN 74
COHEN, MALCOLM S.
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 177P.; FOR RELATED DOCUMENTS SEE IR 000 913 AND 914
COMPUTER ORIENTED PROGRAMS, FEASIBILITY STUDIES, INFORMATION RETRIEVAL, INFORMATION SERVICES, INFORMATION THEORY, MANPOWER UTILIZATION, PROGRAMING LANGUAGES, BENCHMARKING, LABOR MARKET INFORMATION SYSTEM
VOLUME 3 CONTAINS SUPPORTING APPENDIXES OF A THREE-VOLUME STUDY DESIGNED TO EVALUATE THE NEED FOR NEW LABOR MARKET INFORMATION. THE STUDY ALSO SOUGHT TO IMPROVE METHODS FOR MAKING BETTER USE OF CURRENTLY COLLECTED STATISTICAL AND ADMINISTRATIVE DATA. THE APPENDIXES SUPPORT VOLUME 1S CHAPTER 2 A FLEXIBLE DATA RETRIEVAL SYSTEM AND CHAPTER 3 DATA ACCESS AND QUALITY. VOLUME 3 APPENDIXES ARE (1) IMPROVEMENTS IN BENCHMARKING, (2) AUTOMATED GRAPHICS FOR BENCHMARKING, (3) A MANPOWER INFORMATION SERVICE, (4) A SET THEORETIC DATA STRUCTURE AND RETRIEVAL LANGUAGE, (5) MICRO INFORMATION RETRIEVAL SYSTEM TECHNICAL REFERENCE MANUAL, (6) THE LMIS (LABOR MARKET INFORMATION SERVICE, (7) THE NEEDS OF USERS OF A LABOR MARKET INFORMATION SYSTEM, AND (8) MINORITY EMPLOYMENT DATA SOURCES. (WCM)
ERIC: ED094719 INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS, PUBLICATIONS OFFICE, 401 SOUTH FOURTH STREET, ANN ARBOR, MICHIGAN 48106 ($3.00)

3518 ON THE INTERPRETATION OF LABOUR MARKET EARNINGS DISPERSION: A COMMENT 1975
ADDISON, J.T.
INTERNATIONAL JOURNAL OF SOCIAL ECONOMICS, VOL.2, NO.1, 1975, P. 43-51. BIBLIOG. 26
COMPENSATION, ECONOMICS, HUMAN RESOURCE DEVELOPMENT, LABOR MARKET, WAGES
EXAMINATION OF WAGE CHANGES WITHIN A LABOR MARKET, OVER TIME.
MGMT: IJS7520043

3519 ON THE LABOR-SUPPLY EFFECTS OF AGE-RELATED INCOME MAINTENANCE PROGRAMS W 75
SMITH, JAMES P.
JOURNAL OF HUMAN RESOURCES:10:1:25-43
LABOR SUPPLY, LABOR ECONOMICS, FEDERAL AID, GUARANTEED INCOME, WORK ATTITUDES, WORKING HOURS, POLICY, HUMAN CAPITAL, TABLES (DATA), MATHEMATICAL MODELS, INCOME MAINTENANCE, FAMILY ASSISTANCE PLAN
THE MODEL DEALS WITH CHANNELS THROUGH WHICH INCOME TRANSFER PROGRAMS ARE LIKELY TO AFFECT WORKING HOURS OF FAMILY MEMBERS AND A METHOD OF ESTIMATING THE LABOR-SUPPLY REACTIONS TO INCOME MAINTENANCE PROGRAMS. LABOR-SUPPLY EFFECTS ARE FUNCTIONS OF THE DURATION OF A FAMILYS PARTICIPATION AND THE RELEVANT IMPORTANCE OF MALE MARKET INVESTMENT. (AUTHOR/EA)
ERIC: EJ110465

3520 ON THE SEASON ASPECTS OF THE MIGRANT LABOR SYSTEM. NOV 70
NELKIN, DOROTHY
STATE UNIV. OF NEW YORK, ITHACA. SCHOOL OF INDUSTRIAL AND LABOR RELATIONS AT CORNELL UNIV. FORD FOUNDATION, NEW YORK, N.Y.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.; STATE UNIV. OF NEW YORK, ITHACA. AGRICULTURAL EDUCATION DIV. AT CORNELL UNIV.
NOTES: 95P.
AGRICULTURAL LABORERS, CREW LEADERS, ECONOMIC DISADVANTAGEMENT, EMPLOYMENT, FIELD EXPERIENCE PROGRAMS, FIELD INTERVIEWS, FIELD STUDIES, LABOR CAMPS, MIGRANT PROBLEMS, MIGRANTS, MIGRANT WORKERS, NEGROES, POLITICAL POWER, PUERTO RICANS, SOCIAL DISADVANTAGEMENT, SOCIOECONOMIC STATUS
THE 3 ESSAYS ON MIGRANTS IN THIS STUDY DRAW UPON A SURVEY OF 181 MIGRANTS FROM 12 CREWS AND OF THE CREW LEADERS AND GROWERS ASSOCIATED WITH THESE CREWS, A SMALL SURVEY OF AN AGRICULTURAL COMMUNITY, FIELD NOTES OF 16 UNDERGRADUATE STUDENTS WHO LIVED AND WORKED IN 14 MIGRANT LABOR CAMPS FOR 5 TO 10 WEEKS, AND INTERVIEWS BY 8 ADDITIONAL STUDENTS WITH

(CONT.)

3520 FARMERS, SOCIAL WORKERS, ADMINISTRATORS IN GOVERNMENT AND CHURCH AGENCIES, AND TEACHERS RELATED TO THE MIGRANT LABOR SYSTEM. THE ESSAYS CONCENTRATE ON MIGRANTS ADAPTATION TO AN ENVIRONMENT SHAPED BY SUCH FACTORS AS PHYSICAL AND SOCIAL EXCLUSION FROM THE WIDER SOCIETY (MOST MIGRANTS STUDIED WERE BLACK), AN UPROOTED PATTERN OF LIFE MARKED BY SEASONAL GEOGRAPHIC MOBILITY, THE CONDITIONS OF STEEP LABOR, THE DEPENDENCE AND POWERLESSNESS IMPOSED BY LIVING IN AN EMPLOYER-OWNED CAMP, THE LIMITED PHYSICAL SETTING OF A LABOR CAMP, AND THE EFFECTS OF THE TEMPORARY CHARACTER OF A LABOR CREW. RECOMMENDATIONS ARE OFFERED, MORE TO INDICATE OBVIOUS POINTS OF VULNERABILITY IN THE MIGRANT LABOR SYSTEM THAN TO PROVIDE QUICK OR SUFFICIENT SOLUTIONS TO PROBLEMS COMPOUNDED OVER MANY YEARS. (80)
ERIC: ED054694 THE DISTRIBUTION CENTER, NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS, CORNELL UNIVERSITY, ITHACA 14850 ($2.25)

3521 ON THE SPECIFICATION OF UNEMPLOYMENT AND INFLATION IN THE OBJECTIVE FUNCTION 1977
LIVESEY, D.A.
ANNALS OF ECONOMIC AND SOCIAL MEASUREMENT, VOL.6, NO.3, 1977, P. 291-293.
ECONOMICS, INFLATION, MACROECONOMICS, UNEMPLOYMENT
COMMENTS AND CRITICISM ON THE ARTICLE BY PALASH. CHARGE THAT THE PAPER DOES NOT ENTIRELY ANSWER THE ISSUES RAISED ON THE USE OF UNEMPLOYMENT AND INFLATION IN THE OBJECTIVE FUNCTION.
MGMT: AES77P0291

3522 ON THE SPECIFICATION OF UNEMPLOYMENT AND INFLATION IN THE OBJECTIVE FUNCTION 1977
PALASH, C.J.
ANNALS OF ECONOMIC AND SOCIAL MEASUREMENT, VOL.6, NO.3, 1977, P. 275-290. BIBLIOG. 3
CONSTRAINTS, ECONOMETRICS, ECONOMICS, GNP, GOALS AND OBJECTIVES, INFLATION, LINEAR PROGRAMMING, MACROECONOMICS, QUANTITATIVE METHODS, UNEMPLOYMENT, UNITED STATES
PROBLEMS OF LINEARIZATION OF OBJECTIVE FUNCTIONS CONTAINING UNEMPLOYMENT AND INFLATION TERMS ARE LOOKED INTO. THE SIGNIFICANCE OF SHORT RUN CONSTRAINTS, AND STATISTICAL DATA ARE DISCUSSED.
MGMT: AES77P0275

3523 ON THE USE OF APPLICANT FLOW DATA IN ESTABLISHING FAIR EMPLOYMENT STANDARDS 24 MAR 76
HABER, SHELDON E.
GEORGE WASHINGTON UNIV WASHINGTON D C PROGRAM IN LOGISTICS
CONTRACT NO. N00014-75-C-0729
NOTES: NR-347-020
EMPLOYMENT, LABOR, JOBS, EMPLOYEE RELATIONS, STANDARDS, FAIR EMPLOYMENT STANDARDS, EQUAL EMPLOYMENT OPPORTUNITIES, OCCUPATIONAL SURVEYS, JOB APPLICANT FLOW DATA, NTISDODXA, NTISDODN
IN THIS PAPER AN ADDRESS IS MADE TO THE PROBLEM OF IDENTIFYING THE SUPPLY OF LABOR AVAILABLE TO A PARTICULAR FIRM FOR A PARTICULAR KIND OF WORK. THE PREFERRED METHOD FOR DOING THIS IS TO USE APPLICANT FLOW DATA. ALSO DISCUSSED IS AN ALTERNATIVE PROCEDURE WHICH UTILIZES EMPLOYER DATA (OTHER THAN APPLICANT FLOW DATA) AND CENSUS DATA WHEN APPLICANT FLOW DATA ARE UNAVAILABLE. (AUTHOR)
NTIS: AD-A024 639/7ST NTIS PRICES PC$3.50/MF$2.25

3524 ON VOLUNTEERISM NOV-DEC 76
GOTTBAUM, VICTOR; BARR, ELINOR
SOCIAL POLICY;7;3;50-51
GERONTOLOGY, RETIREMENT, OLDER ADULTS, VOLUNTEERS, MANPOWER UTILIZATION, GERIATRICS, SENIOR CITIZENS, VOLUNTEER TRAINING, CITIZEN ROLE, ECONOMIC CLIMATE
SUGGESTS THAT VOLUNTEERISM MUST SUPPLEMENT AND NOT BE A SUBSTITUTE FOR WHAT SHOULD BE A GAINFULLY EMPLOYED WORK FORCE. (AUTHOR)
ERIC: EJ152581

3525 ON-THE-JOB ORIENTATION OF UNEMPLOYED NEGRO SKILL CENTER TRAINEES AND THEIR SUPERVISORS. FINAL REPORT. 1 JUN 70
ROSEN, HJALMAR
WAYNE STATE UNIV., DETROIT, MICH. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 167P.
EMPLOYER EMPLOYEE RELATIONSHIP, FEMALES, NEGROES, ON THE JOB TRAINING, ORIENTATION, PROGRAM EVALUATION, ROLE PLAYING, SKILL CENTERS, SUPERVISORS, TRADE AND INDUSTRIAL EDUCATION, UNEMPLOYED, WORK ATTITUDES
THE PROBLEMS INHERENT IN EMPLOYING HARD-CORE UNEMPLOYED NEGROES AND THE OPTIMAL LOCUS OF ON-THE-JOB ORIENTATION TO INTEGRATE SUCH EMPLOYEES INTO THEWORK FORCE WERE SUBJECTS OF THIS STUDY. IT FOCUSED ON YOUNG NEGRO FEMALES WHO, BECAUSE OF THEIR INABILITY TO MEET SELECTIONS MINIMUMS FOR JOB ENTRY, HAD A HIGH POTENTIAL FOR CHRONIC UNEMPLOYMENT. AMONG THE CONCLUSIONS OF THE STUDY WERE THAT SANCTIONS FOR ABSENTEEISM IN A TRAINING CENTER CANNOT PARALLEL THESE ON-THE-JOB, THAT THERE IS A SERIOUS QUESTION WHETHER UTILIZATION OF ANY ON THE JOB ORIENTATION IS DESIRABLE TO INTEGRATE THE SPECIAL EMPLOYEE INTO THE WORLD OF WORK, THAT MANAGEMENTS CONCERN IS APT TO BE MORE WITH ORGANIZATIONAL WELFARE THAN SOCIETAL, AND THAT INTERVENTION WITH NORMAL WORK SCHEDULES FOR SKILL TRAINING SESSIONS WILL CREATE ANTAGONISM AMONG COMPANY PERSONNEL. THIS PROJECT USED ROLE PLAYING QUESTIONNAIRES, DEMOGRAPHIC SURVEYS AND OTHER TECHNIQUES WHICH ARE FULLY REPORTED IN THE SECOND SECTION. (MS)
ERIC: ED061985 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (P3-192

(CONT.)
3525 568, MF $1.45)

3526 ON-THE-JOB SEX BIAS: INCREASING MANAGERIAL AWARENESS 1977
ROSEN, B.; JERDEE, T.H.
THE PERSONNEL ADMINISTRATOR, VOL.22, NO.1, JAN 1977, P. 15-18.
BEHAVIORAL SCIENCE, CAREER DEVELOPMENT, DISCRIMINATION, EEO, INTERNAL ORGANIZATION ENVIRONMENT, MANAGEMENT, PERSONNEL MANAGEMENT, WOMEN IN BUSINESS
DESCRIBES SEVERAL HIGHLY EFFECTIVE TECHNIQUES FOR EXPLORING SEX BIAS IN AN ORGANIZATION WHILE MINIMIZING DEFENSIVE REACTIONS.
MGMT: PA077A0015

3527 ON-THE-JOB TRAINING AND THE OLDER WORKER. 68
TAYLOR, VIENNA SIDERS
IOWA STATE UNIV. OF SCIENCE AND TECHNOLOGY, AMES.
NOTES: 52P.; M.S. THESIS
ANALYSIS OF VARIANCE, EDUCATIONAL BACKGROUND, FEMALES, FINANCIAL SUPPORT, INVESTIGATIONS, JOB PLACEMENT, MALES, MARITAL STATUS, MASTERS THESES, MIDDLE AGED, MOBILITY, OCCUPATIONS, ON THE JOB TRAINING, PERSISTENCE, PHYSICALLY HANDICAPPED, RACE, SOCIALLY DISADVANTAGED, UNEMPLOYED
BASED ON INFORMATION (1966-67) FROM THE ON-THE-JOB-TRAINING PROGRAM OF THE IOWA STATE MANPOWER DEVELOPMENT COUNCIL, THIS STUDY ANALYZED VARIATIONS IN PLACEMENT AMONG 123 APPLICANTS AGED 45-65. QUESTIONNAIRE VARIABLES WERE RACE, SEX, AGE, MARITAL STATUS, PHYSICAL OR SOCIAL HANDICAP, EDUCATION, WEEKS UNEMPLOYED, OCCUPATIONAL LEVEL, FINANCIAL SUPPORT, AND WILLINGNESS TO RELOCATE. THE TYPICAL APPLICANT APPEARED TO BE A 52 YEAR OLD MARRIED WHITE MALE, UNSKILLED (10.4 YEARS OF EDUCATION), WITH TWO DEPENDENTS, A SOCIAL OR PHYSICAL HANDICAP, AND 5.3 WEEKS UNEMPLOYMENT WITHOUT UNEMPLOYMENT COMPENSATION OR OTHER RELIEF; HE PREFERRED LOCAL EMPLOYMENT TO RELOCATION. COMPARED TO UNPLACED WORKERS, THOSE PLACED WERE YOUNGER, WERE LESS WILLING TO RELOCATE, RECEIVED MUCH LESS OUTSIDE INCOME, AND HAD A FEW MORE FEMALES AND WHITES, A LARGER PROPORTION MARRIED (21% MORE), HIGHER EDUCATIONAL ATTAINMENT (9Y 4%), AND 41% UNMARRIED OR DIVORCED, SOCIALLY HANDICAPPED, AND RELATIVELY UNDEREDUCATED, BUT WILLING TO RELOCATE. IMPLICATIONS OF THESE AND OTHER FINDINGS WERE SUGGESTED. (LY)
ERIC: ED034163

3528 ONE-STOP JOB CENTER AIDS VETERANS AUG 71
SANCHEZ, ERNIE
MANPOWER;3;8;25-29
EMPLOYMENT OPPORTUNITIES, EMPLOYMENT SERVICES, JOB PLACEMENT, VETERANS
A DENVER JOB CLINIC WHICH BROUGHT TOGETHER EMPLOYERS AND 4,000 VETERANS IS DESCRIBED. (SH)
ERIC: EJ042287

3529 ONE-THIRD OF A NATION, A REPORT ON YOUNG MEN FOUND UNQUALIFIED FOR MILITARY SERVICE. 1JUN64
PRESIDENTS TASK FORCE ON MANPOWER CONSERVATION, WASHINGTON, D.C.
NOTES: 38P.
DISQUALIFICATION, EDUCATIONALLY DISADVANTAGED, INDIVIDUAL CHARACTERISTICS, MALES, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, MENTAL TESTS, MILITARY SERVICE, PHYSICAL EXAMINATIONS, PHYSICALLY HANDICAPPED, PROGRAM PROPOSALS, QUALIFICATIONS, STANDARDS, YOUTH, YOUTH PROBLEMS
THE CRITICAL INCREASE IN THE NUMBER OF UNEMPLOYED YOUTH AND THE EVIDENCE THAT A LARGE NUMBER OF THESE YOUTH DID NOT MEET EVEN THE MINIMUM STANDARDS FOR PEACETIME MILITARY SERVICE PROMPTED PRESIDENT KENNEDY, ON SEPTEMBER 30, 1963, TO CREATE THE TASK FORCE ON MANPOWER CONSERVATION, COMPOSED OF THE HEAD ADMINISTRATORS OF THE DEPARTMENTS OF DEFENSE, LABOR, HEALTH, EDUCATION, AND WELFARE, AND SELECTIVE SERVICE. AVAILABLE GOVERNMENT DATA, SUPPLEMENTED BY MILITARY REJECTEE QUESTIONNAIRE INFORMATION, YIELDED NUMEROUS FINDINGS WHICH SERVED AS THE BASIS FOR THE TASK FORCE RECOMMENDATIONS TO THE PRESIDENT. IT WAS FOUND THAT ONE-THIRD OF ALL YOUNG MEN IN THE NATION TURNING 18 YEARS OLD WOULD BE RENDERED UNQUALIFIED IF THEY WERE TO BE EXAMINED FOR INDUCTION INTO THE ARMED FORCES. OF THESE, ABOUT ONE-HALF WOULD BE REJECTED FOR MEDICAL REASONS, AND THE REMAINDER WOULD FAIL TO QUALIFY ON THE MENTAL TEST. ONE OF EVERY TWO SELECTIVE SERVICE REGISTRANTS CALLED PREINDUCTION EXAMINATION WAS FOUND TO BE UNQUALIFIED. IT WAS RECOMMENDED THAT THE PRESIDENT ANNOUNCE A NATIONWIDE MANPOWER CONSERVATION PROGRAM TO PROVIDE PERSONS WHO FAIL TO MEET THE QUALIFICATIONS FOR MILITARY SERVICE WITH THE NEEDED EDUCATION, TRAINING, HEALTH REHABILITATION AND RELATED SERVICES THAT WILL ENABLE THEM TO BECOME EFFECTIVE AND SELF SUPPORTING CITIZENS. THE APPENDIXES CONTAIN DETAILED STATISTICAL TABLES AND TECHNICAL METHODOLOGICAL DATA. (ET)
ERIC: ED021045

3530 ONION CORER (CAN. & PRESERV.) 529.886--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUN 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, FOOD SERVICE OCCUPATIONS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, ONION CORERS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO

(CONT.)

3530 VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065615

3531 OPENING JOB DOORS FOR MATURE WOMEN AUG 73
MCCLELLAND, DIANA
MANPOWER:5:8:8-12
WORKING WOMEN, MIDDLE AGED, MANPOWER UTILIZATION, SEX DISCRIMINATION, GOVERNMENT EMPLOYEES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT POTENTIAL, JOB TRAINING, CAREER LADDERS, EMPLOYMENT QUALIFICATIONS
ERIC: EJ083685

3532 OPENING PUBLIC JOBS TO THE DISADVANTAGED APR 72
BADER, BARRY S.
MANPOWER:4:4:9-13
CULTURALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT QUALIFICATIONS, GOVERNMENT EMPLOYEES, MINORITY GROUPS
ERIC: EJ054462

3533 OPENING THE DOORS JOB TRAINING PROGRAMS. PART TWO, TEXT AND TABLES. FEB 68
GREENLEIGH ASSOCIATES, INC., NEW YORK, N.Y.
CONTRACT NO. OEC-05-67-61
NOTES: 290P.
ADULT BASIC EDUCATION, ADULT VOCATIONAL EDUCATION, APPRENTICESHIPS, FEDERAL LEGISLATION, FEDERAL PROGRAMS, FINANCIAL SUPPORT, INTERAGENCY COORDINATION, JOB TRAINING, MANPOWER DEVELOPMENT, POVERTY PROGRAMS, PROGRAM ADMINISTRATION, PROGRAM COORDINATION, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, PROGRAM EVALUATION, PROGRAM IMPROVEMENT, STATE PROGRAMS, URBAN AREAS, VOCATIONAL REHABILITATION, WORK EXPERIENCE PROGRAMS, ECONOMIC OPPORTUNITY ACT, JOB CORPS, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, NDTA PROGRAMS, NEIGHBORHOOD YOUTH CORPS
PART I (VT 005 948) OF THE REPORT TO THE COMMITTEE ON ADMINISTRATION OF TRAINING PROGRAMS CONTAINS SUMMARIES OF THE FINDINGS AND RECOMMENDATIONS BASED ON THE ANALYSIS OF DATA PRESENTED IN THIS VOLUME. ANSWERS TO TWO BASIC QUESTIONS WERE SOUGHT (1) TO WHAT EXTENT IS THERE WASTE, DUPLICATION, AND INEFFICIENCY IN ADMINISTERING FEDERALLY SUPPORTED JOB TRAINING PROGRAMS AS MANY INDIVIDUAL PROGRAMS AND (2) HOW ARE THE PROGRAMS ADMINISTERED AMONG THE 31 PROGRAMS REVIEWED ARE VOCATIONAL EDUCATION, INSTITUTIONAL AND ON-THE-JOB TRAINING UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT, APPRENTICESHIP AND TRAINING, JOB CORPS, SPECIALIZED TRAINING UNDER TITLE II OF THE ECONOMIC OPPORTUNITY ACT, WORK EXPERIENCE, WORK-STUDY, NEIGHBORHOOD YOUTH CORPS, AND OTHERS. THE PROGRAMS ARE ADMINISTERED BY ABOUT 20 FEDERAL OFFICES, UNDER 12 DIFFERENT LAWS. INFORMATION WAS GATHERED FROM RELEVANT LEGISLATION, DOCUMENTARY MATERIALS, STUDY REPORTS, TESTIMONY FROM PARTICIPANTS AND OTHERS, INTERVIEWS WITH OVER 75 FEDERAL AND REGIONAL ADMINISTRATORS, AND INTENSIVE STUDY OF THE IMPACT OF PROGRAM OPERATIONS IN OAKLAND AND FRESNO, CALIFORNIA, AND ST. LOUIS AND SPRINGFIELD, MISSOURI, AND OTHER SOURCES. DESCRIBED AND ANALYZED AT ALL OPERATIONAL LEVELS ARE PROGRAM CHARACTERISTICS, ASPECTS OF ADMINISTRATION INCLUDING FUNDING, THE COORDINATION STRUCTURE, AND DIMENSIONS OF NEED. SEE ALSO VT 006 507. (ET)
ERIC: ED025604 SUPERINTENDENT OF DOC., U.S. GOV. PRINTING OFF., WASHINGTON, D.C. 20402 (FS1.2 OP2/PART II, $1.50).

3534 OPENING THE SKILLED CONSTRUCTION TRADES TO BLACKS A STUDY OF THE WASHINGTON AND INDIANAPOLIS PLANS FOR MINORITY EMPLOYMENT. FINAL REPORT. SEP 72
POWAN, RICHARD L.:RUBIN, LESTER
PENNSYLVANIA UNIV., PHILADELPHIA. WHARTON SCHOOL OF FINANCE AND COMMERCE. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 265P.
APPRENTICESHIPS, BUILDING TRADES, CONSTRUCTION INDUSTRY, EMPLOYMENT OPPORTUNITIES, GOVERNMENT ROLE, INDUSTRIAL TRAINING, MANPOWER DEVELOPMENT, MINORITY GROUPS, NEGRO EMPLOYMENT, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, DISTRICT OF COLUMBIA, INDIANAPOLIS
AN EVALUATION OF THE IMPOSED WASHINGTON PLAN AND THE VOLUNTARY INDIANAPOLIS PLAN FOR IMPROVING MINORITY UTILIZATION IN CONSTRUCTION INDICATES THAT BOTH PLANS HAVE LED TO AN IMPROVEMENT OF EMPLOYMENT OPPORTUNITIES FOR THE TARGET GROUPS IN GENERAL AND FOR BLACKS IN PARTICULAR. REVIEW PROCEDURES UNDER BOTH PLANS ARE DISCUSSED FOR RESTRUCTURING IN ORDER TO PROVIDE MORE EFFECTIVE PERFORMANCE BY ADMINISTRATORS OF THE PLANS. (AUTHOR)
ERIC: ED075590 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 213 292, MF $0.95, HC $3.00)

3535 OPERATING ENGINEER (CONST.) II 859.883--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 78
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, BUILDING TRADES, CONSTRUCTION (PROCESS), CUTTING SCORES, ENGINEERING, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, OPERATING ENGINEERING, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED072846

3536 OPERATING ROOM TECHNICIAN (MEDICAL SER.) 0-50.015: SURGICAL TECHNICIAN (MEDICAL SER.) 0-50.015--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. OCT 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 12P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MEDICAL ASSISTANTS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, OPERATING ROOM TECHNICIANS, SURGICAL TECHNICIANS
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063415

3537 OPERATION BRIDGE--AN INNOVATIVE, COMPREHENSIVE VOCATIONAL EDUCATION PROGRAM FOR DISADVANTAGED YOUTH. FIRST INTERIM REPORT. 25 FEB 72
DEPETRO, HENRY
AIMS COMMUNITY COLL., GREELY, COLO. BUREAU OF ADULT, VOCATIONAL , AND TECHNICAL EDUCATION (DHEW/OE), WASHINGTON, D.C.
CONTRACT NO. OEC-0-71-0526
NOTES: 65P.
CAREER EDUCATION, COOPERATIVE PROGRAMS, CURRICULUM DEVELOPMENT, DEVELOPMENTAL PROGRAMS, DISADVANTAGED YOUTH, DROPOUTS, EDUCATIONAL INNOVATION, INSERVICE EDUCATION, JOB PLACEMENT, SKILL CENTERS, TUTORIAL PROGRAMS, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, AIMS COMMUNITY COLLEGE, CAREER AWARENESS, OPERATION BRIDGE
PLANNED AS A COOPERATIVE PROGRAM BETWEEN AIMS COLLEGE AND A LOCAL SCHOOL DISTRICT, THE EXEMPLARY PROGRAM OPERATION BRIDGE WILL REPRESENT A COMPREHENSIVE APPROACH TO THE VOCATIONAL NEEDS OF DISADVANTAGED YOUTHS WITH A PROGRAM AIMED MAINLY TOWARD CHICANO YOUTHS FROM ECONOMICALLY UNDERPRIVILEGED FAMILIES. PROJECT FEATURES ARE TO INCLUDE (1) PROVIDING INTENSIVE VOCATIONAL COUNSELING BASED ON THE TOTAL FAMILY UNIT, (2) PROVIDING A BROAD OCCUPATIONAL ORIENTATION FOR STUDENTS--K-12, (3) PROVIDING INTENSIVE TUTORIAL ASSISTANCE FOR ALL PRE-VOCATIONAL AND VOCATIONAL STUDENTS PARTICIPATING IN OPERATION BRIDGE, (4) DEVELOPING A WORK EXPERIENCE PROGRAM, AND (5) PROVIDING JOB PLACEMENT AND FOLLOWUP. RESULTS OF THE FIRST YEARS OPERATIONS INCLUDE INSERVICE TRAINING FOR TEACHERS AND THE DEVELOPMENT AND USE OF CAREER EXPLORATION PACKAGES FOR GRADES K THROUGH 6 IN THE PILOT SCHOOL DISTRICT. MAJOR RECOMMENDATIONS ARE (1) THAT A CAREER SKILL CENTER BE IMPLEMENTED TO GIVE STUDENTS THE OPPORTUNITY TO EXPLORE VOCATIONAL AREAS, (2) EXPANSION OF THE PROGRAM, AND (3) INCREASED UTILIZATION OF ADVISORY PERSONNEL. (JS)
ERIC: ED062549

3538 OPERATION JOB START. FINAL REPORT. 15 FEB 69
NOTES: 139P.
COUNSELING PROGRAMS, DISADVANTAGED YOUTH, EMPLOYER ATTITUDES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, MANPOWER UTILIZATION, NEGATIVE ATTITUDES, UNEMPLOYMENT, WORK ATTITUDES, YOUTH OPPORTUNITIES

(CONT.)

3538 OPERATION JOB START IS AN EXPERIMENTAL PROJECT WHICH SEEKS TO RECONCILE THE OPPOSING ATTITUDES OF UNEMPLOYED YOUTH, WHO FEEL THAT NO MEANINGFUL EMPLOYMENT OPPORTUNITIES EXIST FOR THEM, AND THE EMPLOYERS WHO BELIEVE THAT THESE YOUTH WOULD NOT MAKE GOOD EMPLOYEES. IN ORDER TO BRING THE TWO GROUPS TOGETHER, FOUR MAJOR AREAS ARE EMPHASIZED (1) EFFORTS TO CHANGE THE ATTITUDES OF BOTH EMPLOYERS AND YOUTH, (2) MANAGEMENT ASSISTANCE TO MODIFY JOBS, (3) A COUNSELING PROGRAM FOR YOUTH PARTICIPANTS DURING THE FIRST 3 MONTHS AFTER PLACEMENT, AND (4) UNIFORM CRITERIA TO EVALUATE INDIVIDUAL ADJUSTMENT AND COMPANY EFFORTS. THE FINDINGS INCLUDE OBSERVATIONS ABOUT THE JOB ADJUSTMENT OF DISADVANTAGED YOUTH, EVALUATION OF THE PROJECT, AND RECOMMENDED CHANGES FOR FUTURE EFFORTS. THE REPORT STRESSES THE NEED FOR GREATER APPLICATION OF THE PRINCIPLES OF HUMAN RELATIONS, SUPERVISION, AND PERSONNEL PSYCHOLOGY TO THE NEEDS OF DISADVANTAGED YOUTH. (BH)
AIM/ARM: VT011328

3539 OPERATION NEW ARRIVALS. PHASE I - THE BUILDUP, 27 APRIL 1975 - 23 MAY 1975. PART I
JUL 75
ARMAMENT DEVELOPMENT AND TEST CENTER EGLIN AFB FLA
NOTES: 235P
REFUGEES, SOUTH VIETNAM, LOGISTICS PLANNING, NEW ARRIVALS OPERATION, LESSONS LEARNED, VIETNAMESE LANGUAGE, NTISDODXA, NTISDODAF
THE EGLIN REFUGEE PROCESSING CENTER AT AUXILIARY FIELD 2, EGLIN AFB, FLORIDA, CAME INTO EXISTENCE AS A DIRECT CONSEQUENCE OF THE ABRUPT CESSATION OF THE US PRESENCE ON 29 APRIL 1975 IN SOUTH VIETNAM (REPUBLIC OF VIETNAM - RVN). BEFORE THE TOTAL COLLAPSE OF THE RVN, THE US PROVIDED THE MEANS FOR VIETNAMESE EMPLOYEES OF THE US GOVERNMENT AND US CONTRACTORS AND OTHER VIETNAMESE TO EXIT SOUTH VIETNAM FOR THE US. THE ESTABLISHMENT OF THE EGLIN REFUGEE PROCESSING CENTER AS ONE OF THE FOUR REFUGEE CENTERS IN CONUS IS CHRONICLED TO DEPICT THE PLANNING, CONSTRUCTION, OPERATIONS, ADMINISTRATION, AND IMPACT OF OPERATION NEW ARRIVALS AT EGLIN AFB. EVENTS AND EXPERIENCES ENCOUNTERED HAD BOTH AN EPHEMERAL AND PERMANENT VALUE. FOR THAT REASON THOSE EVENTS AND EXPERIENCES ARE DISCUSSED, ANALYZED, AND CRITIQUED TO PROVIDE AN OVERVIEW OF JUDICIOUS INTERFACING OF THE INTEGRAL PARTS OF EACH FUNCTION AS THEY AFFECTED THE WHOLE. THIS APPROACH WAS SELECTED BECAUSE IT ELIMINATED UNTOWARD FUNCTIONAL OR ORGANIZATIONAL COMPETITION, THUS MAKING IT POSSIBLE TO ANSWER IN TOTALITY AND WITH RELEVANCY WHAT EXACTLY DID THE AIR FORCE DO. PHASE I - THE BUILDUP - COVERS THE PERIOD FROM 27 APRIL TO 23 MAY 1975 AND INCLUDES SELECTED SUPPORTING DOCUMENTS AT TABS A TO TABS K AND PHOTOGRAPHS.
NTIS: AD-A017 703/0ST NTIS PRICES PC$8.00/MF$2.25

3540 OPERATION NEW ARRIVALS. PHASE II - THE PIPELINE PHASE, 24 MAY - 28 JUNE 1975. PART II
AUG 75
ARMAMENT DEVELOPMENT AND TEST CENTER EGLIN AFB FLA
NOTES: 99P
REFUGEES, SOUTH VIETNAM, LOGISTICS PLANNING, NEW ARRIVALS OPERATION, LESSONS LEARNED, VIETNAMESE LANGUAGE, NTISDODXA, NTISDODAF
THE EGLIN REFUGEE PROCESSING CENTER AT AUXILIARY FIELD 2, EGLIN AFB, FLORIDA, ENTERED ITS OPERATIONAL PERIOD - THE PIPELINE PHASE - ON 24 MAY 1975. IN THE ENSUING MONTH, UNTIL 28 JUNE 1975, THE NEW ARRIVALS TASK FORCE OPERATED TO MAINTAIN AND INSURE THE HEALTH AND WELFARE OF THE VIETNAMESE REFUGEES WHO WERE BEING PROCESSED AND AWAITING SPONSORSHIP. THE ROUTINE ACTIVITIES OF THE PIPELINE PHASE WERE IN SHARP CONTRAST WITH THE RAPIDLY OCCURRING EVENTS OF THE BUILDUP PHASE FROM 27 APRIL - 23 MAY. THE BUILDUP PHASE WAS THE SUBJECT OF PART I OF THIS REPORT AND THE PIPELINE PHASE IS HEREIN DESCRIBED. FOR THE INTERESTED READER DOCUMENTS PERTINENT TO OPERATION NEW ARRIVALS HAVE BEEN MADE AN INTEGRAL PART OF THE ARCHIVES OF THE ADTC OFFICE OF HISTORY. (AUTHOR)
NTIS: AD-A017 704/8ST NTIS PRICES PC$5.00/MF$2.25

3541 OPERATION NEW ARRIVALS. PHASE III - THE PHASEDOWN, 29 JUNE 1975 - 19 SEPTEMBER 1975. PART III OCT 75
ARMAMENT DEVELOPMENT AND TEST CENTER EGLIN AFB FLA
NOTES: 150P
REFUGEES, SOUTH VIETNAM, LOGISTICS PLANNING, NEW ARRIVALS OPERATION, LESSONS LEARNED, VIETNAMESE LANGUAGE, NTISDODXA, NTISDODAF
THE REPORT ON OPERATION NEW ARRIVALS PREPARED BY THE ADTC OFFICE OF HISTORY MIRRORS AND CHRONICLES AN EVENT WITHOUT PRECEDENT FOR THE UNITED STATES AND, IN PARTICULAR, THE UNITED STATES AIR FORCE. PAINSTAKING EFFORTS WERE EXERTED TO MAKE THIS TRILOGY AVAILABLE TO ALL IN THE PRESENT AND FUTURE. FURTHERMORE, THIS REPORT IS OF ESPECIAL HISTORICAL VALUE AS ONE OF THE SEQUELS TO THE ENTIRE HISTORICAL COVERAGE OF THE SOUTHEAST ASIA EXPERIENCE. THIS REPORT WILL SERVE TO ANSWER THE INEVITABLE QUESTION IN THE FUTURE WHATEVER HAPPENED TO THE REFUGEES FROM SOUTHEAST ASIA. WITH THIS IN MIND, THE EFFORT THAT WENT INTO THE PREPARATION OF THIS DOCUMENT WILL STAND ON ITS OWN. THE REPORT FOR PHASE I SERVED AS THE MODEL FOR THE RECORD OF POLICY-MAKING DECISIONS AT ALL LEVELS IN THE DEPARTMENT OF DEFENSE AND THE EXECUTIVE AGENCIES OF THE FEDERAL GOVERNMENT.
NTIS: AD-A017 705/5ST NTIS PRICES PC$6.00/MF$2.25

3542 OPERATION PATHFINDER SHAPING WORK BEHAVIOR OF EX-OFFENDERS AND OTHER DISADVANTAGED PEOPLE USING SOCIAL REINFORCEMENT TECHNIQUES. FINAL REPORT (SEPTEMBER 1969-APRIL 1972). APR 72
MENTEC CORP., LOS ANGELES, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 98P.

(CONT.)
3542 ADJUSTMENT (TO ENVIRONMENT), BEHAVIORAL COUNSELING, BEHAVIOR CHANGE, DELINQUENTS, DEMONSTRATION PROJECTS, DISADVANTAGED GROUPS, INDUSTRIAL TRAINING, JOB DEVELOPMENT, MANPOWER DEVELOPMENT, MOTIVATION, SOCIAL REINFORCEMENT, SUPERVISORY TRAINING, WORK ATTITUDES, WORK ENVIRONMENT, OPERATION PATHFINDER
OPERATION PATHFINDER WAS A SPECIAL MANPOWER PROJECT DESIGNED TO RETRAIN BEHAVIORS OF THE DISADVANTAGED AND TO ESTABLISH POSITIVE MOTIVATIONS TO WORK FOR A LIVING THROUGH APPLICATION OF SOCIAL REINFORCEMENT METHODOLOGY. THE PROJECT DEMONSTRATED THAT A POSITIVE REINFORCING ENVIRONMENT AND PROPERLY STRUCTURED WORK SITUATION WILL PROVIDE A MEANS OF BEHAVIOR MODIFICATION FOR PAROLEES AND OTHER DISADVANTAGED PERSONS. PROGRAM TASKS INCLUDED JOB DEVELOPMENT, TRAINING SUPERVISORS AND COUNSELORS, COUNSELING THE HARD-CORE TRAINEES, AND EVALUATING THE EFFECTS OF THE REINFORCEMENT EXPERIMENTATION ON THE WORK BEHAVIOR OF THE SUBJECTS. IT WAS FOUND THAT THE APPLICATION OF SOCIAL REINFORCEMENT TO JUVENILE PAROLEES AND ADULT DISADVANTAGED RESULTED IN GREATER EMPLOYMENT STABILITY, BETTER PRODUCTIVITY, AND LESS RECIDIVISM. AS THE KEY TO JOB PERFORMANCE IS SUPERVISION, THE PRIMARY FOCUS OF THE PROJECT WAS ON THE SUPERVISOR. FOUR MANUALS DESIGNED TO AID SUPERVISORS IN TRAINING DISADVANTAGED EMPLOYEE GROUPS WERE DEVELOPED UNDER THIS PROJECT, AND ARE AVAILABLE AS VT 018 031-018 034 IN THIS ISSUE. (MF)
ERIC: ED070840

3543 OPERATION RETRIEVAL. DISADVANTAGED YOUTH PROBLEMS OF JOB PLACEMENT, JOB CREATION, AND JOB DEVELOPMENT. DEC 67
FERMAN, LOUIS A.
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 70P.
DISADVANTAGED YOUTH, EVALUATION, GUIDELINES, JOB DEVELOPMENT, JOB PLACEMENT, LABOR ECONOMICS, PROJECTS, YOUTH EMPLOYMENT, MANPOWER DEVELOPMENT AND TRAINING ACT, MDTA, OPERATION RETRIEVAL
OPERATION RETRIEVAL IS A RESEARCH PROJECT DESIGNED BY THE DEPARTMENT OF LABOR TO REVIEW AND ASSESS THE EXPERIENCES OF 55 EXPERIMENTAL AND DEMONSTRATION PROJECTS FOR DISADVANTAGED YOUTH CONDUCTED DURING THE PERIOD 1963-65, AND TO ASSESS THE IMPACT OF STRATEGIES IN JOB PLACEMENT, JOB CREATION, AND JOB DEVELOPMENT. JOB PLACEMENT AND DEVELOPMENT UNITS ARE DISCUSSED IN TERMS OF THEIR RELATIONSHIP TO OTHER PROJECT COMPONENTS, THE STRUCTURE OF THE STAFF, AND THE LOCATION OF THE JOB PLACEMENT UNIT. METHODS USED TO OBTAIN JOBS FOR DISADVANTAGED YOUTH INCLUDE (1) APPLYING TRADITIONAL TECHNIQUES, (2) DEVELOPING NEW JOBS, (3) WORKING WITH EMPLOYERS TO MODIFY JOB REQUIREMENTS, AND (4) DEVELOPING YOUTH POTENTIAL TO MEET EMPLOYER STANDARDS. FIVE TYPES OF PROBLEMS AND POSSIBLE APPROACHES TO JOB PLACEMENT ARE EDUCATIONAL DEFICIENCIES, ARREST RECORDS, AND PHYSICAL, EMOTIONAL, AND RESOURCE PROBLEMS. FOLLOW-UP IS DISCUSSED IN CONNECTION WITH SUPPORTIVE SERVICES AND EMPLOYMENT EXPERIENCES. RECOMMENDATIONS RELATE TO RETRIEVAL AND USE OF INFORMATION, RESEARCH, INTER-AGENCY RELATIONS, AND FOLLOW-UP ACTIVITIES. (JK)
ERIC: ED033211 INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS, UNIVERSITY OF MICHIGAN - WAYNE STATE UNIVERSITY, P.O. BOX 1567, ANN ARBOR, MICHIGAN 48106 ($2.00)

3544 OPERATION RETRIEVAL--CHAPTER VIII, RESEARCH IN EXPERIMENTAL AND DEMONSTRATION PROGRAMS FOR DISADVANTAGED YOUTH. 66
JONES, JAMES A.
OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH (DOL), WASHINGTON, D.C.
NOTES: 36P.
DATA COLLECTION, DEMONSTRATION PROGRAMS, DISADVANTAGED YOUTH, EMPLOYMENT PROGRAMS, EXPERIMENTAL PROGRAMS, FEDERAL PROGRAMS, FOLLOWUP STUDIES, PILOT PROJECTS, PROGRAM EVALUATION, RESEARCH, RESEARCHERS, RESEARCH PROBLEMS, STAFF ORIENTATION, STAFF ROLE, YOUTH AGENCIES, YOUTH PROGRAMS, MDTA PROGRAMS, OPERATION RETRIEVAL
THE NATURE OF THE RESEARCH ACTIVITIES OF 56 PROJECTS WAS REVIEWED TO FIND WHY USEFUL NEW KNOWLEDGE CONCERNING EMPLOYMENT AND TRAINING PROBLEMS WAS NOT RESULTING FROM THE PROGRAMS. ALSO ANALYZED WAS THE UTILITY OF FOLLOWUP STUDIES FOR GAINING KNOWLEDGE ABOUT THE EFFECTIVENESS OF THE PROJECTS. BOTH SUBJECTS OF INQUIRY WERE CONSIDERED AGAINST THE BACKGROUND OF THE LEGISLATIVE AND EXECUTIVE INTENT FOR THE PROGRAMS AND THE PROBLEMS OF RESEARCH INHERENT IN SERVICE-ORIENTED, AS OPPOSED TO RESEARCH, AGENCIES. AMONG THE FINDINGS AND RECOMMENDATIONS WERE -- (1) MOST OF THE PROJECTS DID NOT ATTEMPT TO TEST TECHNIQUES OR HYPOTHESES PERTAINING TO TRAINING AND EMPLOYMENT, (2) AT MOST, ONLY 9 OF THE 56 PROJECTS HAD ESTABLISHED CRITERIA BY WHICH TO JUDGE THEIR SUCCESS OR FAILURE, (3) THE DATA PRODUCED BY THE PROJECTS DOCUMENTED QUITE CLEARLY THE KIND OF CLIENTELE SERVED AND THE ORGANIZATIONAL PROBLEMS INVOLVED IN PROGRAM IMPLEMENTATION BUT WERE MUCH LESS CLEAR ABOUT WHAT HAPPENED TO THE CLIENTELE DURING TRAINING AND COUNSELING, (4) MOST PROJECTS CONCEIVED OF THEMSELVES AS SERVICE-RENDERING AGENCIES, (5) FOLLOWUP STUDIES CANNOT BE EFFECTIVELY USED TO EVALUATE THE SUCCESS AND FAILURE OF THE PROGRAMS, (6) THE GENERAL ORIENTATION AND ORGANIZATIONAL ROLES OF STAFF IN SERVICE-ORIENTED AGENCIES LIMIT THEIR ABILITIES TO CONDUCT MEANINGFUL RESEARCH, AND (7) IF RESEARCH KNOWLEDGE IS TO BE THE PRODUCT OF A PARTICULAR PROJECT, THEN RESEACH MUST HAVE PRIORITY SINCE BOTH RESEARCH AND CLIENT NEEDS CANNOT BE EFFICIENTLY SERVICED IN ONE OPERATION. (ET)
ERIC: ED014607

3545 OPERATION RETRIEVAL--IMPACT ON COMMUNITY ORGANIZATIONS AND INSTITUTIONS MADE BY MDTA

EXPERIMENTAL AND DEMONSTRATION PROJECTS FOR DISADVANTAGED YOUTH. FINAL REPORT. JUN67
WICKLAND, ROGER F.
HUMAN INTERACTION RESEARCH INSTRUCTION, LOS ANGELES, CALIF.
NOTES: 88P.
COMMUNITY AGENCIES (PUBLIC), DEMONSTRATION PROJECTS, DISADVANTAGED YOUTH, EMPLOYMENT PROGRAMS, EXPERIMENTAL PROGRAMS, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, PRIVATE AGENCIES, PROGRAM EVALUATION, SURVEYS, YOUTH PROGRAMS, MDTA PROGRAMS
THE PURPOSE OF THIS SURVEY WAS TO EVALUATE THE IMPACT MADE ON COMMUNITY AGENCIES AND INSTITUTIONS AT THE LOCAL AND NATIONAL LEVELS BY THE EXPERIMENTAL AND DEMONSTRATION (E AND D) YOUTH PROJECTS FUNDED BY THE OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH (OMPER). THE PROJECTS WERE DIRECTED TOWARD DEVELOPING AND DEMONSTRATING NEW WAYS OF MEETING THE EMPLOYMENT NEEDS OF DISADVANTAGED YOUTH. OF ABOUT 55 SUCH YOUTH PROJECTS ACTIVATED SINCE PASSAGE OF THE MANPOWER DEVELOPMENT AND TRAINING ACT IN 1962, 14 WERE VISITED PERSONALLY. IMPACT WAS VIEWED AS HAVING TWO MAJOR ASPECTS -- (1) THE DEGREE TO WHICH PROJECTS SECURED COOPERATION FROM AGENCIES AND INSTITUTIONS RELEVANT TO THE REALIZATION OF PROJECT GOALS, AND (2) THE DEGREE OF UTILIZATION OF PROJECT FINDINGS BY OTHER AGENCIES AND INSTITUTIONS. DATA WITH REFERENCE TO IMPACT CLAIMED ARE PRESENTED FOR BENEFIT-RECEIVERS OR POTENTIAL CONSUMERS OF E AND D PROJECT FINDINGS AT LOCAL, STATE, AND NATIONAL LEVELS. ON AN OVERALL BASIS, OMPER E AND D PROJECT IMPACT WAS VERY SIGNIFICANT. APPENDIX A LISTS E AND D PROJECTS VISITED, AND APPENDIX B LISTS E AND D PROJECTS WHICH HAVE BEEN CONTINUED BY REGULAR PROGRAMS. (PS)
ERIC: ED014583

3546 OPERATION YOUNG ADULTS. AUG 71
ROCHESTER JOBS, INC., N.Y.
NOTES: 170P.
ACADEMIC EDUCATION, CURRICULUM DEVELOPMENT, DROPOUT REHABILITATION, EDUCATIONALLY DISADVANTAGED, JOB SKILLS, SCHOOL INDUSTRY RELATIONSHIP, VOCATIONAL EDUCATION, WORK STUDY PROGRAMS, YOUNG ADULTS, OPERATION YOUNG ADULTS
OPERATION YOUNG ADULTS IS A COMBINED WORK-STUDY PROGRAM FOR POTENTIAL AND ACTUAL HIGH SCHOOL DROPOUTS, DESIGNED TO DEMONSTRATE THE RELATIONSHIP BETWEEN EDUCATION AND THE WORLD OF WORK. DURING PHASE ONE, THE PROGRAM SERVED A TOTAL OF 532 STUDENTS, AGED 14 THROUGH 21, OF WHOM 110 HAD ALREADY DROPPED OUT OF THE TRADITIONAL HIGH SCHOOL SETTING. THE OBJECTIVES OF THE PROGRAM WERE (1) TO ASSIST ACTUAL DROPOUTS AND DROPOUT-PRONE YOUTH IN UNDERSTANDING THE RELATIONSHIP BETWEEN EDUCATION AND WORK; (2) TO TEST THE FEASIBILITY OF A JOINT EDUCATIONAL APPROACH UTILIZING TRADE INSTRUCTORS AND ACADEMIC TEACHERS; (3) TO DEVELOP A WORK RELATED CURRICULUM; (4) TO DEVELOP A PROCESS FOR TRANSFERRING EARNINGS INTO THE REGULAR SCHOOL SYSTEM. (AUTHOR)
ERIC: ED058527 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-203 906, MF$.95, HC $3.00)

3547 THE OPIMAL STRUCTURE OF INCENTIVES AND AUTHORITY WITHIN AN ORGANIZATION 1976
MIRRLEES, J.A.
THE BELL JOURNAL OF ECONOMICS, VOL.7, NO.1, SPRING 1976, P. 105-131. BIBLIOG. 18
BEHAVIORAL SCIENCE, ECONOMETRICS, ECONOMICS, EMPLOYEE COMPENSATION, FUNCTIONAL AUTHORITY, INCENTIVES, INDUSTRIAL RELATIONS, JOB PERFORMANCE, LABOR MARKET, OPTIMIZATION, ORGANIZATION STRUCTURE, ORGANIZATIONAL THEORY, PERFORMANCE APPRAISAL, PRODUCTIVITY
PRESENTS TWO ECONOMETRIC MODELS OF ORGANIZATIONS AND THEIR AUTHORITY AND INCENTIVE STRUCTURES, FOR THE PURPOSES OF DRAWING CONCLUSIONS ABOUT THE RELATIONSHIPS OF PERFECT AND IMPERFECT INFORMATION ABOUT EMPLOYEE PERFORMANCE, WAGE RATES, MARGINAL PRODUCT OF EMPLOYEES, AND HIERARCHICAL STRUCTURES, AND FOR OPTIMIZING THESE RELATIONSHIPS.
MGMT: BEL76N0135

3548 OPPORTUNITIES FOR BLACKS IN THE PROFESSION OF ENGINEERING. OCT 70
KIEHL, ROBERT
FOUNDATION FOR THE ADVANCEMENT OF GRADUATE STUDY IN ENGINEERING, NEWARK, N.J. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 107P.
EMPLOYMENT OPPORTUNITIES, ENGINEERING, ENGINEERING EDUCATION, ENROLLMENT, HIGHER EDUCATION, NEGRO COLLEGES, NEGRO EMPLOYMENT, NEGROES, NEGRO STUDENTS
THIS STUDY EXAMINES THE RELATIONSHIP OF THE BLACK MAN TO THE PROFESSION OF ENGINEERING. CHAPTER I DISCUSSES THE BACKGROUND OF THE STUDY, ITS POTENTIAL VALUE, AND THE LONG-TERM OUTLOOK FOR BLACKS IN ENGINEERING. CHAPTER II BRIEFLY DESCRIBES 2 EARLIER STUDIES ON THIS SUBJECT AND THE INSTITUTIONS FROM WHICH DATA WAS OBTAINED. CHAPTER III PRESENTS ENROLLMENT DATA OF ENGINEERING COLLEGES FOR 1969-70, AND MAKES COMPARISONS OF ENROLLMENTS OVER THE PERIOD 1955-70. COMMENTS OF COLLEGE ADMINISTRATORS ON SPECIAL PROGRAMS FOR BLACKS, SUPPLY OF BLACK APPLICANTS, EMPLOYMENT OPPORTUNITIES, FINANCIAL AID, SECONDARY SCHOOL PREPARATION, AND STUDENT SUCCESS ARE ALSO INCLUDED. CHAPTER IV PRESENTS ENROLLMENT INFORMATION OF TECHNICIANS INSTITUTES AND ADMINISTRATOR COMMENTS ON EMPLOYMENT OPPORTUNITIES, SHORTAGE OF STUDENTS, LACK OF INTEREST, STUDENTS PREFERENCE FOR 4-YEAR COLLEGES, INADEQUATE HIGH SCHOOL PREPARATION, QUALITY OF STUDENTS, AND REMEDIAL PROGRAMS. CHAPTER V DISCUSSES ENGINEERING EDUCATION IN PREDOMINANTLY NEGRO COLLEGES, AND THE COMMENTS OF THE DEANS OF THESE INSTITUTIONS ON THEIR PROGRAMS, OPPORTUNITIES FOR BLACKS, WOMEN ENGINEERS, AND WHAT CAN BE DONE TO AID NEGRO ENGINEERING EDUCATION. CHAPTERS VI AND VII PRESENT INFORMATION ON THE BACKGROUND, EDUCATION, EMPLOYMENT, SATISFACTION, AND SALARIES OF BLACK ENGINEERS AND TECHNICIANS, AND THEIR COMMENTS ON THE JOB SITUATION. CHAPTER VIII PRESENTS A SUMMARY AND RECOMMENDATIONS. (AF)
ERIC: ED047507

3549 OPPORTUNITIES FOR IMPROVING FEDERALLY ASSISTED MANPOWER PROGRAMS IDENTIFIED AS A RESULT OF REVIEW IN THE ATLANTA, GEORGIA, AREA. REPORT TO THE CONGRESS. 7 JAN 72
COMPTROLLER GENERAL OF THE U.S., WASHINGTON, D.C.
NOTES: 61P.
ADULT BASIC EDUCATION, ADULT VOCATIONAL EDUCATION, CULTURALLY DISADVANTAGED, FEDERAL PROGRAMS, JOB PLACEMENT, MANPOWER DEVELOPMENT, METROPOLITAN AREAS, ON THE JOB TRAINING, PROGRAM EFFECTIVENESS, PROGRAM EVALUATION, UNDEREMPLOYED, UNEMPLOYED, VOCATIONAL COUNSELING, ATLANTA
THE COMBINED IMPACT OF ALL FEDERALLY ASSISTED MANPOWER PROGRAMS IN THE ATLANTA AREA WAS EVALUATED, WITH EMPHASIS ON OUTREACH, ELIGIBILITY, IDENTIFICATION OF NEEDS AND ABILITIES, AND SCREENING FOR COURSE ASSIGNMENT. IN FISCAL YEAR 1970, TRAINING WAS PROVIDED FOR 10,300 PERSONS AND JOB PLACEMENT FOR 5,600, ALTHOUGH MOST OF THE ESTIMATED 70,000 POOR IN THE ATLANTA AREA RECEIVED NO DIRECT MANPOWER SERVICES. OUTREACH AND SCREENING ACTIVITIES GENERALLY WERE ADEQUATE, EXCEPT FOR TWO PROGRAMS WHICH NEEDED IMPROVED PROCEDURES FOR DETERMINING ELIGIBILITY. ASSESSMENT OF NEEDS AND ABILITIES VARIED GREATLY BETWEEN PROGRAMS. MONITORING THE COORDINATION BETWEEN MODEL CITIES AND THE CONCENTRATED EMPLOYMENT PROGRAM WAS RECOMMENDED, ALONG WITH CONSOLIDATION OF SCREENING FOR ALL FEDERAL MANPOWER PROGRAMS WITHIN ONE METROPOLITAN AREA. (BH)
ERIC: ED065682 U.S. GENERAL ACCOUNTING OFFICE, ROOM 6417, 441 G STREET, N.W., WASHINGTON, D.C. 20548 ($1.00)

3550 OPPORTUNITIES FOR RURAL YOUTH IN RURAL AREAS. 23OCT67
DOWLER, LLOYD
NOTES: 7P.
AGRICULTURAL TRENDS, AGRICULTURE, EMPLOYMENT OPPORTUNITIES, FARM LABOR SUPPLY, JOB MARKET, JOB SKILLS, JOB TRAINING, OCCUPATIONAL INFORMATION, OPPORTUNITIES, RURAL YOUTH, VOCATIONAL COUNSELING
AGRIBUSINESS IS DEFINED AS THE SUM TOTAL OF ALL OPERATIONS INVOLVED IN THE MANUFACTURE AND DISTRIBUTION OF FARM SUPPLIES, PRODUCTION AGRICULTURE ON THE FARM, AND THE STORAGE, PROCESSING, AND DISTRIBUTION OF FARM COMMODITIES AND ITEMS MADE FROM THEM. WITHIN THESE THREE AREAS ARE SEEN MANY JOB OPPORTUNITIES FOR RURAL AND URBAN YOUTH HAVING COLLEGE DEGREES IN AGRICULTURE, HAVING JUNIOR COLLEGE OR HIGH SCHOOL EDUCATIONS, AND EVEN FOR DROPOUTS FROM ANY LEVEL OF EDUCATION. HOWEVER, IN SPITE OF THE EXCELLENT OPPORTUNITIES IN AGRIBUSINESS FOR YOUTH WITH TRAINING, ONLY 10 TO 12 PER CENT OF THOSE WHO LEAVE THE FARM FOR A COLLEGE EDUCATION RETURN. EVEN SO, AGRICULTURE SCHOOLS THROUGHOUT THE U. S. HAVE BEEN UNABLE TO MEET THE MANPOWER DEMANDS IN THIS FIELD. PROGRAMS ARE NEEDED THAT WILL PROVIDE THE FUTURE TRAINING FOR OUR RURAL AND URBAN YOUTH AND PERMIT US TO CONTINUE TO LEAD ALL OTHER NATIONS OF THE WORLD IN THE PRODUCTION OF FOOD AND FIBER. THIS SPEECH WAS PRESENTED AT THE NATIONAL OUTLOOK CONFERENCE ON RURAL YOUTH, OCTOBER 23-26, 1967, WASHINGTON, D. C., SPONSORED JOINTLY BY THE U. S. DEPARTMENTS OF AGRICULTURE, HEALTH, EDUCATION, AND WELFARE, INTERIOR, AND LABOR, OEO, AND THE PRESIDENTS COUNCIL ON YOUTH OPPORTUNITY. (SF)
ERIC: ED015051

3551 OPPORTUNITIES FOR YOUTH CULTURE DESIGN FOR AN UNKNOWN CULTURE. 74
CLEMENT, W. R.
NOTES: 15P.
BEHAVIOR CHANGE, CHANGE AGENTS, CULTURAL ENVIRONMENT, EDUCATIONAL CHANGE, EDUCATIONAL TRENDS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, FUTURES (OF SOCIETY), INDUSTRIAL TECHNOLOGY, PROGRAM DESCRIPTIONS, SOCIAL CHANGE, SOCIAL INFLUENCES, SOCIOCULTURAL PATTERNS, SUMMER PROGRAMS, TECHNOLOGICAL ADVANCEMENT, YOUTH EMPLOYMENT, YOUTH PROGRAMS, CANADA
IN THE SUMMER OF 1971, THE CANADIAN FEDERAL GOVERNMENT INITIATED A MAJOR YOUTH PROGRAM KNOWN AS OPPORTUNITIES FOR YOUTH (OFY). THE PROGRAM OSTENSIBLY PROVIDED SUMMER JOBS AND ACTIVITIES FOR STUDENTS. THE CONTRACT DESIGNER REPORTS ON PROGRAM DESIGN, ACTIVITIES, AND IMPLICATIONS FOR GOVERNMENT AND EDUCATION. THE DESIGNERS INTEREST WAS AN ANALYSIS OF FUNCTIONAL RELATIONSHIPS BETWEEN THE RATE OF TECHNOLOGICAL AND SOCIAL CHANGE AND THE RATE OF DECREASING HISTORICAL AUTHORITY, ALONG WITH IDENTIFICATION OF SOCIETAL TRENDS IN AN ERA WHEN EDUCATIONAL METHODS ARE LESS AND LESS CAPABLE OF PREPARING STUDENTS FOR DISCONTINUITY CREATED BY RAPID CHANGE. TWO PROJECTS IN THE OFY PROGRAM DISPLAYING AN EXPLORATORY BEHAVIOR NOT GENERALLY REINFORCED BY INDUSTRIAL SOCIETY WERE A STUDY OF GULL BEHAVIOR IN NEWFOUNDLAND, AND THE CREATION OF A CHILDS ENVIRONMENT CALLED THE LAND OF MU. THE COMPOSITION OF THE GULL PROJECT TEAM SCRAMBLED CONVENTIONAL ACADEMIC HIERARCHIES AND TRADITIONAL PROFESSOR-STUDENT RELATIONSHIPS INTO A JOINT-LEARNING EXPERIENCE WITH ROTATING SCIENTIFIC LEADERSHIP. THE LAND OF MUS DESIGN ENVIRONMENT WAS ACHIEVED THROUGH A BREAKDOWN OF TRADITIONAL RELATIONSHIPS BETWEEN STUDENTS, PROFESSIONALS, PROFESSORS, LABOR UNIONS, AND EXHIBITION ORGANISERS. THESE PROJECTS ARE CONSIDERED BY THE PROGRAM DESIGNER AS AN AID TO EDUCATORS FOR RECOGNIZING THE IDEA AND NATURE OF TECHNOLOGICAL EDUCATION. (AUTHOR/KSM)
ERIC: ED084790

3552 OPPORTUNITIES IN MANPOWER TRAINING PROGRAMS FOR THE FOREST SERVICE AND ITS COOPERATORS. OCT 70
FOREST SERVICE (DOA), WASHINGTON, D.C.
NOTES: 17P.
ADULTS, EMPLOYMENT OPPORTUNITIES, FEDERAL PROGRAMS, FORESTRY OCCUPATIONS, INCENTIVE SYSTEMS, JOB TRAINING, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, OLDER ADULTS, RURAL AREAS, STATE FEDERAL SUPPORT, STATE PROGRAMS, VOCATIONAL EDUCATION, WORK STUDY PROGRAMS, YOUTH OPPORTUNITIES

(CONT.)

3552 MANPOWER PROGRAMS IN WHICH THE U.S. FOREST SERVICE CAN PARTICIPATE ARE IDENTIFIED IN THIS BOOKLET, AND METHODS AND PROCEDURES FOR INITIATING PROGRAMS IN THE INTEREST OF MEETING THE NEEDS OF RURAL AREAS ARE EXPLAINED. MAJOR DIVISIONS OF THE DOCUMENT ARE OVERALL PLANNING, PROGRAM SPONSORSHIP, THE PROGRAM-OPERATION MAINSTREAM, MANPOWER DEVELOPMENT AND TRAINING ACT, EXPERIMENTAL AND DEMONSTRATION PROGRAM, NEIGHBORHOOD YOUTH CORPS, COLLEGE WORK-STUDY, WORK INCENTIVE PROGRAM, PUBLIC SERVICE CAREERS, AND TRANSITION. PREPARED PRIMARILY FOR FOREST SERVICE PERSONNEL, THE BOOKLET MAY BE BENEFICIAL TO STATE FORESTERS OR NATURAL RESOURCE AGENCIES WISHING TO WORK WITH MANPOWER PROGRAMS. (MJB)
ERIC: ED063071

3553 THE OPPORTUNITIES INDUSTRIALIZATION CENTERS A DECADE OF COMMUNITY-BASED MANPOWER SERVICES. MANPOWER AND HUMAN RESOURCES STUDIES NO. 6. 76
ANDERSON, BERNARD E.
PENNSYLVANIA UNIV., PHILADELPHIA. WHARTON SCHOOL OF FINANCE AND COMMERCE.
NOTES: 156P.
CITY PROBLEMS, CIVIL RIGHTS, DISADVANTAGED GROUPS, ECONOMICALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, FEDERAL AID, INDUSTRY, MANPOWER DEVELOPMENT, NEGRO EMPLOYMENT, ORGANIZATION, PROGRAM ADMINISTRATION, PROGRAM DESCRIPTIONS, PUBLIC POLICY, RACIAL DISCRIMINATION, SOCIOECONOMIC INFLUENCES, TABLES (DATA), VOCATIONAL EDUCATION, VOCATIONAL TRAINING CENTERS, CETA, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, OPPORTUNITIES INDUSTRIALIZATION CENTERS
THE OPPORTUNITIES INDUSTRIALIZATION CENTER (OIC) IS THE NATIONS MAJOR COMMUNITY-BASED ORGANIZATION PROVIDING MANPOWER DEVELOPMENT SERVICES TO THE DISADVANTAGED. CHAPTER 1 OF THIS REPORT INTRODUCES THE TOPIC AND OUTLINES THE MAJOR ISSUES TO BE CONSIDERED. CHAPTER 2 DESCRIBES THE NATURE OF THE URBAN JOB CRISIS AND THE SOCIAL AND ECONOMIC CONDITIONS TO WHICH OIC WAS A RESPONSE. CHAPTER 3 DISCUSSES THE ADMINISTRATIVE STRUCTURE AND PROGRAM ORGANIZATION OF OIC. CHAPTER 4 TRACES THE DEVELOPMENT AND GROWTH OF PRIVATE SECTOR SUPPORT FOR OIC. CHAPTERS 5 AND 6 TRACK THE DEVELOPMENT OF OICS PARTNERSHIP WITH GOVERNMENT IN THE DELIVERY OF MANPOWER SERVICES TO THE DISADVANTAGED. CHAPTER 7 PRESENTS A SUMMARY AND CONCLUSION AND DRAWS IMPLICATIONS FROM THE PAST DECADE OF OIC EXPERIENCE FOR THE FUTURE OF THE ORGANIZATION. (AUTHOR/IRT)
ERIC: ED133875 INDUSTRIAL RESEARCH UNIT, THE WHARTON SCHOOL, VANCE HALL/CS, UNIVERSITY OF PENNSYLVANIA, PHILADELPHIA, PENNSYLVANIA 19174 ($7.95)

3554 OPPORTUNITIES INDUSTRIALIZATION CENTERS A SYNTHESIS AND ANALYSIS OF FIFTEEN OIC FINAL REPORTS. JUN 69
LEGAL RESOURCES, INC., WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 146P.
ANNUAL REPORTS, CULTURALLY DISADVANTAGED, EVALUATION, FEDERAL PROGRAMS, FIELD STUDIES, JOB PLACEMENT, VOCATIONAL EDUCATION, OPPORTUNITY INDUSTRIALIZATION CENTERS
THE RECORDS, FINDINGS, AND RECOMMENDATIONS OF 15 OPPORTUNITIES INDUSTRIALIZATION CENTERS (OIC) WERE SYNTHESIZED AND ANALYZED SO THAT INDIVIDUAL OICS AND OTHER MANPOWER PROGRAMS COULD BENEFIT. A DETAILED REVIEW OF THE FINAL REPORTS OF THE OICS AND THREE FIELD VISITS WERE MADE TO COLLECT DATA. TO FACILITATE COMPARISON, EACH OF THE CHAPTERS CONTAINS A GENERAL SUMMARY, THE AUTHORS COMMENTS, AND RECOMMENDATIONS MADE BY THE OICS. THE AUTHOR NOTED THAT INDIVIDUAL OIC REPORTS SUFFERED FROM OVERGENERALIZATION AND A DEFENSIVE PORTRAYAL OF THE PROGRAM. THE STATISTICAL ANALYSES WERE WEAK AND PREVENTED A THOROUGH EXAMINATION OF TRAINEE CHARACTERISTICS AND JOB PLACEMENTS. THE BEST FEATURES OF THE REPORTS WERE THEIR SENSITIVE TREATMENT OF OIC GOALS AND THEIR DESCRIPTION OF PROGRAM FUNCTIONS. (BC)
ERIC: ED052288

3555 OPPORTUNITY TO INCREASE EFFECTIVENESS OF JOBS-TYPE PROGRAMS TO BE FUNDED UNDER CETA. 74
GENERAL ACCOUNTING OFFICE, WASHINGTON, D.C.
NOTES: 14P.
ECONOMICALLY DISADVANTAGED, EMPLOYMENT PROGRAMS, FEDERAL LEGISLATION, FEDERAL PROGRAMS, JOB TRAINING, ON THE JOB TRAINING, JOBS PROGRAM
THE STUDY WAS MADE TO REVIEW LEGISLATION AUTHORIZING THE JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS) PROGRAM AND RELATED DEPARTMENT OF LABOR POLICIES AND INSTRUCTIONS; TO EXAMINE RECORDS AND DOCUMENTS RELATING TO JOBS CONTRACTS AT BOTH LABOR AND SELECTED CONTRACTORS; AND TO DISCUSS THE CONTRACTS EXAMINED WITH LABOR AND CONTRACTOR OFFICIALS. OPENING SECTIONS GIVE BACKGROUND INFORMATION ON CHANGES IN THE PROGRAM AND DISCUSS, WITH EXAMPLES, THE NEED TO REDEFINE THE TARGET POPULATION FOR JOBS-TYPE PROGRAMS. SUCCEEDING SECTIONS PRESENT IN DETAIL THE NEED FOR IMPROVEMENT IN THE PROCEDURES FOR CERTIFYING ELIGIBILITY OF PROSPECTIVE TRAINEES AND THE NEED TO DISCONTINUE THE USE OF OCCUPATIONAL SKILL LEVELS FOR DETERMINING LENGTH OF TRAINING. THE REPORT RECOMMENDS THAT THE DEPARTMENT OF LABOR ENSURE THAT PRIME SPONSORS WHO CARRY OUT JOBS-TYPE PROGRAMS UNDER CETA (COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973) LIMIT TRAINING TO DISADVANTAGED INDIVIDUALS WHO REQUIRE COSTLY ON-THE-JOB TRAINING AND SUPPORTIVE SERVICES; AND PROVIDE PAYMENTS TO EMPLOYERS ONLY FOR THE COSTS OF TRAINING AND SUPPORTIVE SERVICES TO PROGRAM ENROLLEES WHICH ARE OVER AND ABOVE THOSE NORMALLY PROVIDED BY THE EMPLOYER. ALSO, A COPY OF THE REPORT SHOULD BE SENT TO ALL PRIME SPONSORS AS A CASE STUDY OF PROBLEMS TO BE AVOIDED IN JOBS-TYPE PROGRAMS. (AUTHOR/NH)
ERIC: ED101116 U. S. GENERAL ACCOUNTING OFFICE, ROOM 4522, 441 G STREET, N.W., WASHINGTON, D. C. 20548 ($1.00)

3556 OPTIMAL DESIGN OF A MANPOWER SYSTEM JAN 77
GRINOLD, RICHARD C.
CALIFORNIA UNIV BERKELEY OPERATIONS RESEARCH CENTER
CONTRACT NO. N00014-75-C-0619
NOTES: RESEARCH REPT. 25P
MANPOWER UTILIZATION, MANAGEMENT PLANNING AND CONTROL, CONSTRAINTS, NTISDODXA
AN EQUILIBRIUM MODEL OF A MANPOWER SYSTEM IS DEVELOPED BASED ON THE NOTION OF A CAREER FLOW. INSTITUTIONAL CONSTRAINTS AND MEASURES OF SYSTEM PERFORMANCE ARE LINEAR FUNCTIONS OF THE CAREER FLOW. A TYPICAL OPTIMAL DESIGN PROBLEM IS FORMULATED AND A SOLUTION PROCEDURE IS DEVELOPED. THE OPTIMIZATION PROBLEM IS A GENERALIZED LINEAR PROGRAM IN WHICH COLUMNS ARE GENERATED BY SOLVING A SHORTEST PATH PROBLEM. UPPER AND LOWER BOUNDS ON THE OPTIMAL VALUE FUNCTION CAN BE DEVELOPED AT EACH STAGE OF THE CALCULATIONS. (AUTHOR)
NTIS: AD-A035 434/8ST NTIS PRICES PC A02/MF A01

3557 OPTIMAL MANPOWER PROGRAMS IN LOCAL LABOR MARKETS: A PLANNING MODEL 1976
HELLERMAN, M.; TANNEN, M.
QUARTERLY REVIEW OF ECONOMICS AND BUSINESS, VOL.16, NO.4, WINTER 1976, P. 55-68. BIBLIOG. 6
COMPUTER SERVICES, GOVERNMENT PROGRAMS, HUMAN RESOURCE DEVELOPMENT, JOB TRAINING, LEGISLATION, LINEAR PROGRAMMING, MODELING, PUBLIC ADMINISTRATION, TRAINING AND DEVELOPMENT
WITH THE PASSAGE OF THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (1974) LOCAL AUTHORITIES ARE FACED WITH THE RESPONSIBILITY OF OPTIMALLY PLACING POPULATION SEGMENTS INTO TRAINING PROGRAMS. A COMPUTERIZED LINEAR PROGRAM CAN PROVIDE INSIGHTS, GIVEN VALUE JUDGEMENTS AND DATA.
MGMT: ORE76M0055

3558 OPTIMAL REGIONAL DISTRIBUTION OF PETROLEUM PRODUCTS 1976
MOORE, C.L.; ZOLTNERS, A.A.
OMEGA, VOL.4, NO.3, P. 301-311. BIBLIOG. 7
ALLOCATION, CONSTRAINTS, DISTRIBUTION, ECONOMIC PLANNING, EMPLOYMENT, INFLATION, LINEAR PROGRAMMING, MANAGEMENT, MODELING, OPTIMIZATION, PETROLEUM INDUSTRY, PRICE, QUANTITATIVE METHODS, SHORTAGES, SUPPLY AND DEMAND
EXAMINES THE POTENTIAL USE OF LINEAR PROGRAMMING IN DEVELOPING AN OIL ALLOCATION PLAN. AN ECONOMIC MODEL IS DEVELOPED FOR PLANNING AND POLICY MAKING. OUTPUT IS RELATED TO EMPLOYMENT BY A SET OF LINEAR EMPLOYMENT FUNCTIONS. THE MODEL CAN BE USED TO EVALUATE THE EFFECTS OF ALTERNATIVE ENERGY SOURCES.
MGMT: OME7640301

3559 OPTIMAL WAGE RATES AND FORCE COMPOSITION IN MILITARY MANPOWER PLANNING SEP 74
JAQUETTE, D. L.;NELSON, G. R.
RAND CORP SANTA MONICA CALIF
NOTES: 21P
MANPOWER UTILIZATION, SALARIES, NTISDODXA
A MATHEMATICAL MODEL OF A MILITARY MANPOWER SYSTEM IS PRESENTED WHICH SEEKS TO DETERMINE THE OPTIMAL STEADY STATE WAGE RATE AND FORCE DISTRIBUTION BY LENGTH OF SERVICE. ACCESSIONS AND RETENTION ARE THE TRANSITION PARAMETERS OF A STEADY STATE MANPOWER MODEL AND THESE ARE ASSUMED TO BE A FUNCTION OF WAGES. A PRODUCTIVITY FUNCTION IS INTRODUCED TO MEASURE EFFECTIVENESS OF EACH FORCE STRUCTURE. GRADIENT SEARCH IS USED TO FIND THE COMPENSATION PLAN THAT WILL PRODUCE A RUN FORCE WITH MAXIMUM EFFECTIVENESS WITHIN A GIVEN LIMITED ANNUAL BUDGET. (AUTHOR)
NTIS: AD-A031 664/6ST NTIS PRICES PC A02/MF A01

3560 THE OPTIMISTS TAKE OVER 1976
BUSINESS WEEK, NO.2426, APRIL 5, 1976, P. 24-26.
CONSUMER SPENDING, ECONOMIC FORECAST, ECONOMIC RECOVERY, ECONOMICS, GNP, INDUSTRY ANALYSIS, INFLATION, INTEREST RATES, INVENTORY, LIQUIDITY, UNEMPLOYMENT
PROJECTIONS FOR ECONOMIC RECOVERY HAVE BEEN SCALED UPWARD AS BUSINESS OUTPACES FORECASTS. EMPLOYMENT AND SPENDING STRENGTHENS, INFLATION SUBSIDES AND INVENTORIES ARE IN LINE WITH SALES. ECONOMISTS ARE AGREEING WITH ADMINISTRATION PREDICTIONS FOR A 6.2% INCREASE IN GNP THIS YEAR.
MGMT: BWE7600524

3561 OPTIMIZING HUMAN RESOURCES READINGS IN INDIVIDUAL AND ORGANIZATION DEVELOPMENT. 71
LIPPITT, GORDON L., ED.;AND OTHERS
NOTES: 425P.
DISADVANTAGED GROUPS, HUMAN DEVELOPMENT, HUMAN RESOURCES, LEARNING PROCESSES, MANPOWER DEVELOPMENT, ORGANIZATIONAL CHANGE, SENSITIVITY TRAINING, SOCIAL CHANGE, TRAINING OBJECTIVES
THE OBJECTIVE OF PUTTING TOGETHER THIS COLLECTION OF READINGS ARE (1) TO ORGANIZE THE MANY DIVERSE CHANGES IN THE HUMAN RESOURCE DEVELOPMENT FIELD, (2) TO ESTABLISH LINKS BETWEEN NEW AND OLD TRENDS IN THIS FIELD, (3) TO CHOOSE AREAS THAT ARE ON THE CUTTING EDGE OF HUMAN RESOURCE DEVELOPMENT, AND (4) TO PRESENT DIFFERENT POINTS OF VIEW ABOUT THE KEY AREAS. THE FIRST CHAPTER FOCUSES ON TRENDS IN SOCIETY AND SETS A BACKDROP FOR THE FIELD OF HUMAN RESOURCE DEVELOPMENT. CHAPTER 2 COVERS BRIEFLY THE RESEARCH, THEORY, AND GUIDELINES ON HOW PEOPLE LEARN AND CHANGE. A SYSTEMS APPROACH TO DEVELOPING HUMAN RESOURCES IS THE FOCUS OF CHAPTER 3. IN CHAPTER 4, THE FIELD OF ORGANIZATION DEVELOPMENT OR RENEWAL IS DISCUSSED. CHAPTER 5 DEALS WITH LABORATORY TRAINING IN DEVELOPING HUMAN

3551 POTENTIAL. IN CHAPTER 6, FOCUS IS PLACED ON DEVELOPING SPECIALIZED GROUPS. THE POTENTIAL BENEFITS TO BE FOUND IN CHANGING THE STRUCTURE, NATURE, AND EXPECTATIONS OF ONES JOB ARE EXAMINED IN CHAPTER 7. CHAPTER 8 DEALS WITH THE METHODS OF EVALUATING THE RESULTS OF HUMAN RESOURCE DEVELOPMENT. FINALLY, CHAPTER 9 ATTEMPTS TO PUT INTO PERSPECTIVE THE EMERGING NEEDS, ROLES, AND QUALIFICATIONS OF SPECIALISTS IN HUMAN RESOURCE DEVELOPMENT. (AUTHOR/CK)
ERIC: ED054415 ADDISON-WESLEY PUBLISHING COMPANY, READING , MASS. (NO PRICE QUOTED)

3562 AN OPTIMUM MANPOWER UTILIZATION MODEL FOR HEALTH MAINTENANCE ORGANIZATIONS 1975
SCHNEIDER, D.P.: KILPATRICK, K.E.
OPERATIONS RESEARCH, VOL.23, NO.5, SEPT-OCT 1975, P. 869-889. BIBLIOG. 25
DECISION MODELS, HEALTH MAINTENANCE ORGANIZATION, LABOR FORCE, MANAGEMENT SCIENCE, MODELING, OPERATIONS RESEARCH, OPTIMIZATION, QUANTITATIVE METHODS
THIS ARTICLE PRESENTS MIXED INTEGER PROGRAMMING AND LINEAR PROGRAMMING MODELS AS POTENTIAL AIDS IN DECISION MAKERS IN THE DESIGN AND EVALUATION OF HEALTH MAINTENANCE ORGANIZATIONS (HMOS) FIELD TRIALS ARE INCLUDED AND THEY INDICATE THAT THE MODELS ACCURATELY REPRESENT THE ACTUAL SYSTEM AND CAN BE USED EFFECTIVELY AS PLANNING AIDS.
MGMT: OPR75I0869

3563 ORDER FILLER (ANY IND.) 922.887 (9-88.40)--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. MAR 66
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 13P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MERCHANDISING, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, RETAILING, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, ORDER FILLER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062444

3564 OREGON CAREER INFORMATION SYSTEM AN EVALUATION OF PHASES I AND II OF A THREE-PHASE DEVELOPMENT PROJECT. FINAL REPORT. MAR 74
MCKINLAY, BRUCE
OREGON UNIV., EUGENE. CAREER INFORMATION SYSTEM. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 234P.: FOR RELATED DOCUMENTS, SEE ED 084 434 AND 435
CAREER EDUCATION, CAREER PLANNING, COMPUTER ORIENTED PROGRAMS, COMPUTER PROGRAMS, COST EFFECTIVENESS, DECISION MAKING, EMPLOYMENT OPPORTUNITIES, INFORMATION DISSEMINATION, INFORMATION RETRIEVAL, INFORMATION SYSTEMS, LABOR MARKET, OCCUPATIONAL INFORMATION, PROGRAM EVALUATION, USE STUDIES
THE CAREER INFORMATION SYSTEM (CIS) WAS DEVELOPED WITH THE PURPOSE OF PROVIDING DIRECT ACCESS TO CAREER AND LABOR MARKET INFORMATION IN FORMS MEANINGFUL TO STUDENTS AND OTHER CLIENTS AND INTEGRATED INTO SCHOOLS AND SOCIAL AGENCIES IN THE STATE. THE DOCUMENT DISCUSSES THE INFORMATION SYSTEM, DEALING WITH THE TOPICS ECONOMICS OF INFORMATION, INFORMATION SOURCES, DATA STORAGE, CAREER PLANNING INFORMATION FILE MAINTENANCE, MANPOWER REQUIREMENTS, AND EVALUATION OF CAREER PLANNING INFORMATION CONTENT AND TIMELINESS. IN ATTEMPTING TO SYSTEMATIZE THE DELIVERY OF INFORMATION, CIS IMPLEMENTED BOTH THE QUEST QUESTIONNAIRE AND OCCUPATIONAL DESCRIPTORS. WHILE OTHER USER COMPONENTS WERE LESS USED, EACH WAS CONSIDERED AS THE MOST VALUABLE SYSTEM COMPONENT BY A SIGNIFICANT PORTION OF THOSE WHO USED IT. TWO MAIN CIS SERVICES WERE PROVIDED TO USERS (1) CONSULTATION, DEMONSTRATION, AND INSERVICE TRAINING FOR STAFF OF AGENCIES WHERE THE CAREER INFORMATION DELIVERY SYSTEM IS USED, AND (2) SUPPLY AND INTERPRETATION OF LABOR MARKET INFORMATION TO PROGRAM PLANNERS. THE DOCUMENT ALSO DISCUSSES THE OREGON MANPOWER STUDIES, SURVEYS ON THE PERTINENCE OF INFORMATION REQUESTS, AND A DETAILED FINANCIAL ANALYSIS. INCLUDED ARE GRAPHIC TABLES AND CHARTS AND 10 APPENDIXES. (9P)
ERIC: ED094111

3565 OREGON LUMBERMEN REALLY FEEL THE PINCH 1975
BUSINESS WEEK, NO.2376, APRIL 14, 1975, P. 140-D.
CONSTRUCTION INDUSTRY, ECONOMIC TRENDS, ECONOMICS, HOUSING, PRICE STRUCTURE, PRODUCTION, RAW MATERIALS, RECESSION, UNEMPLOYMENT
TILLAMOOK, OREGON SUFFERS FROM HOUSING INDUSTRY DEPRESSION AS SAWMILLS, LOGGING OPERATIONS ARE BARELY SURVIVING.
MGMT: BWE7501414

3566 ORGANIZATI AND PROGRAMS OF THE U.S. DEPARTMENT OF LABOR MANPOWER ADMINISTRATION. 1
DEC 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 42P.
ADMINISTRATIVE ORGANIZATION, AGENCIES, AGENCY ROLE, APPRENTICESHIPS, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, FEDERAL PROGRAMS, GOVERNMENT (ADMINISTRATIVE BODY), GOVERNMENTAL STRUCTURE, INTERAGENCY COORDINATION, MANPOWER DEVELOPMENT, PROGRAM ADMINISTRATION, PROGRAM COORDINATION, PROGRAM DESCRIPTIONS, VOCATIONAL EDUCATION
THIS PUBLICATION WAS PREPARED TO ASSIST AGENCIES IN THE DEVELOPMENT OF MANPOWER PROGRAMS UNDER THE DEMONSTRATION CITIES AND METROPOLITAN DEVELOPMENT ACT OF 1966. IT CONTAINS INFORMATION CONCERNING THE (1)MANPOWE R ADMINISTRATION (MA), (2)BUREAU OF EMPLOYMENT SECURITY (BES), (3)BUREAU OF APPRENTICESHIP AND TRAINING (BAT), (4)BUREAU OF WORK TRAINING PROGRAMS (BWTP), (5)COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS), (6)CONCENTRATED EMPLOYMENT PROGRAM (CEP), (7)MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA), (8)EXPERIMENTAL AND DEMONSTRATION PROJECTS (E+D), (9)NEIGHBORHOOD YOUTH CORPS (NYC), (10)YOUTH OPPORTUNITY CENTERS (YOC), (11)OPERATION MAINSTREAM (123(A)3), (12)NEW CAREERS PROGRAM (123(A)4), (13)SPECIAL IMPACT PROGRAM (TITLE 1, D), AND (14)NEIGHBORHOOD CENTERS PILOT PROGRAM (NCP). THE CONTENT INCLUDES ORGANIZATIONAL CHARTS, LOCATION OF REGIONAL OFFICES, DIVISION OF RESPONSIBILITIES, AND THE BACKGROUND AND EXPERIENCE OF THE VARIOUS PROGRAMS. (DM)
ERIC: ED024798

3567 ORGANIZATION DEVELOPMENT OR TRAINING MAY 72
COFFEE, DONN
TRAINING AND DEVELOPMENT JOURNAL:26:5:12-5
INFORMATION UTILIZATION, JOB TRAINING, MANAGEMENT DEVELOPMENT, MANAGEMENT INFORMATION SYSTEMS, TRAINING TECHNIQUES, WORK EXPERIENCE PROGRAMS
ARTICLE DESCRIBES THE CHANGING CONCERN FROM HOW TO WHY FOR TOTAL ORGANIZATION DEVELOPMENT. (MM)
ERIC: EJ060196

3568 ORGANIZATIONAL CORRELATES OF DISADVANTAGED WORKER RETENTION JUN 74
SALIPANTE, PAUL F. JR
CHICAGO UNIV., ILL. GRADUATE SCHOOL OF BUSINESS. MANPOWER ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT. CASE WESTERN RESERVE UNIV., CLEVELAND, OHIO.
GRANT NO. DL-91-17-71-22
NOTES: FINAL REPT. 251P
INDUSTRIAL RELATIONS, PERSONNEL MANAGEMENT, PSYCHOLOGICAL EFFECTS, ON THE JOB TRAINING, DISADVANTAGED GROUPS, CHICAGO(ILLINOIS), JOB RETENTION, PERSONNEL RETENTION, ORGANIZATIONAL CLIMATE, NTISLABPEU
THE EFFECTS OF IN-COMPANY TRAINING AND VARIOUS ORGANIZATIONAL VARIABLES ON THE RETENTION OF DISADVANTAGED NEW-HIRES ARE EMPIRICALLY INVESTIGATED. INTERVIEWS WITH STAFF IN AND RECORDS FROM 114 CHICAGO-AREA FIRMS PROVIDED THE DATA NEEDED TO TEST THE EXPECTANCY-DERIVED HYPOTHESES. TRAINING WAS FOUND TO INTERACT WITH PERSONAL COUNSELING SUPPORT SUCH THAT LENGTHY PRE-JOB TRAINING IN THE ABSENCE OF COUNSELING WAS NEGATIVELY RELATED TO RETENTION. THERE WAS SOME EVIDENCE THAT DISADVANTAGED NEW-HIRES RETENTION WAS RELATED TO OBSERVABLE ASPECTS OF OCCUPATIONAL POSITION OF MINORITY GROUPS IN A FIRM. THE RESULTS SUGGEST THAT RETENTION OF DISADVANTAGED WORKERS DEPENDS MORE ON FACTORS REFLECTING A FIRMS TREATMENT OF SUCH WORKERS THAN ON TRAINING. PORTIONS OF THIS DOCUMENT ARE NOT FULLY LEGIBLE.
NTIS: PB-243 255/7ST NTIS PRICES PC$8.50/MF$2.25

3569 ORGANIZATIONAL REACTION TO THE DISADVANTAGED WORKER JUN 74
WEAVER, CHARLES N.
PERSONNEL JOURNAL:53:6:435-8
DISADVANTAGED GROUPS, BUSINESS RESPONSIBILITY, MANPOWER UTILIZATION, LABOR FORCE, LABOR SUPPLY
SOME OF THE REPORTED EFFORTS MADE AND SOME OF THE PLANS BUSINESSMEN HAVE DEVELOPED TO IMPROVE THE EMPLOYMENT STATUS OF THE DISADVANTAGED ARE DESCRIBED. AN INDIRECT BENEFIT OF THOSE PROGRAMS IS THE GENERAL IMPROVEMENT IN THE UTILIZATION AND DEVELOPMENT OF THE REGULAR WORK FORCE. (AG)
ERIC: EJ097576

3570 ORGANIZATIONAL, WORK AND PERSONAL FACTORS IN TURNOVER AND ABSENTEEISM SEP 72
PORTER, LYMAN W.:STEERS, RICHARD M.
CALIFORNIA UNIV IRVINE GRADUATE SCHOOL OF ADMINISTRATION
CONTRACT NO. N00014-69-A-0200-9001
NOTES: NR-151-315
PERSONNEL MANAGEMENT, REVIEWS, ABSENTEEISM, JOB SATISFACTION, PERSONNEL TURNOVER
THE PAPER SUMMARIZES, WITHIN A CONCEPTUAL FRAMEWORK, THE RESEARCH CARRIED OUT OVER THE LAST FIFTEEN YEARS ON FACTORS RELATED BOTH TO TURNOVER AND ABSENTEEISM. OVER SIXTY EMPIRICAL STUDIES ARE REVIEWED, ORGANIZED UNDER THE FOLLOWING TOPICS OVERALL JOB SATISFACTION, ORGANIZATION-WIDE FACTORS, IMMEDIATE WORK ENVIRONMENT FACTORS, JOB-RELATED FACTORS, AND PERSONAL FACTORS. A THEORETICAL MODEL IS PRESENTED IN AN EFFORT TO EXPLAIN THE DIVERSITY OF FINDINGS. (AUTHOR)
NTIS: AD-751 672 NTIS PRICES PC$3.00/MF$0.95

3571 ORGANIZED LABORS ROLE IN THE MANPOWER FIELD 69 MAY
ROTHMAN, JULIUS F.
NAT ELEM PRINC;48;6;69-74
APPRENTICESHIPS, HUMAN RESOURCES, JOB TRAINING, LABOR UNIONS, MANPOWER DEVELOPMENT, RECRUITMENT, TUTORING, UNEMPLOYED, AFL-CIO, HUMAN RESOURCES DEVELOPMENT INSTITUTE, JOB CORPS
ERIC: EJ005344

3572 ORGANIZING INSTRUCTIONAL STRATEGIES. MODULE 4.
WASHINGTON STATE UNIV., PULLMAN. COLL. OF EDUCATION. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C. DIV. OF RESEARCH AND DEMONSTRATION.
CONTRACT NO. OEC-0-74-9287
NOTES: 345P.; RELATED DOCUMENTS VT 103 449 THROUGH VT 103 453 AND VT 103 455 THROUGH VT 103 457 IN THIS ISSUE.
VOCATIONAL EDUCATION, CURRICULUM GUIDES, GRADUATE STUDY, PERFORMANCE BASED EDUCATION, CURRICULUM DEVELOPMENT, LEARNING ACTIVITIES, TEACHING METHODS
PART OF A GRADUATE LEVEL, COMPETENCY-BASED CURRICULUM TO PREPARE SPECIALISTS IN VOCATIONAL EDUCATION CURRICULUM, THIS MODULE PROVIDES DESCRIPTIONS AND ACTIVITIES ASSOCIATED WITH DIFFERENT INSTRUCTIONAL APPROACHES. THE LEARNING ACTIVITIES ARE DESIGNED TO TAKE THE LEARNER FROM COMPREHENSION THROUGH DEMONSTRATION OF 10 TEACHING STRATEGIES. THE MODULE IS DIVIDED INTO THE 10 STRATEGIES OF LECTURE, DISCUSSION, DEMONSTRATION, LABORATORY, QUESTIONING, INQUIRY, SIMULATION AND GAMES, INDIVIDUALIZED INSTRUCTION, FIELD EXPERIENCE, AND INDEPENDENT STUDY. A FINAL CATEGORY SUPPLIES THE LEARNER WITH CRITERIA FOR SELECTING APPROPRIATE STRATEGIES. EACH MAJOR SECTION CONSISTS OF A PERFORMANCE OBJECTIVE SUBDIVIDED INTO SEVERAL INSTRUCTIONAL OBJECTIVES WITH RELATED LEARNING ACTIVITIES AND LIST OF RESOURCES. A PRETEST, POSTTEST, AND GLOSSARY OF TERMS ARE ALSO INCLUDED, ALONG WITH APPENDED UNITS ON MICROTEACHING AND INDIVIDUALIZED INSTRUCTION. (NJ)
AIM/ARM: VT103454

3573 THE ORGANIZING OF MEXICANO AGRICULTURAL WORKERS IMPERIAL VALLEY, AND LOS ANGELES 1928-34, AN ORAL HISTORY APPROACH F 72
WEBER, DEVRA ANNE
AZTLAN;3;2;307-47
AGRICULTURAL LABORERS, MEXICAN AMERICANS, MEXICANS, ORGANIZATION, HISTORY, LABOR UNIONS, STRIKES, CALIFORNIA, IMPERIAL VALLEY, LOS ANGELES
THE MEXICAN AGRICULTURAL STRIKE ACTIVITY FROM 1928 TO 1934 IN IMPERIAL VALLEY AND LOS ANGELES IS EXAMINED. (NQ)
ERIC: EJ083203

3574 ORIENTALS IN THE AMERICAN LABOR MARKET. MINORITIES IN THE LABOR MARKET, VOLUME 2. 75
WILBER, GEORGE L.;AND OTHERS
KENTUCKY UNIV., LEXINGTON. SOCIAL WELFARE RESEARCH INST. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 206P.; PAGES 133-188 (APPENDIX B) WILL BE MARGINALLY LEGIBLE
ASIAN AMERICANS, CHINESE AMERICANS, EMPLOYMENT LEVEL, EMPLOYMENT OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), ETHNIC GROUPS, ETHNIC STATUS, FILIPINO AMERICANS, INCOME, JAPANESE AMERICANS, JOB MARKET, KOREAN AMERICANS, LABOR MARKET, MINORITY GROUPS, OCCUPATIONAL MOBILITY, SOCIAL DISCRIMINATION, SOCIOECONOMIC STATUS
THIS STUDY DESCRIBES AND EVALUATES THE PARTICIPATION AND STATUS ACHIEVEMENTS OF ORIENTALS IN THE LABOR MARKET, WITH PARTICULAR ATTENTION TO FACTORS AFFECTING SUCH PARTICIPATION AND WHETHER DIFFERENCES IN PARTICIPATION OF ORIENTALS AND WHITES REFLECT DISCRIMINATION. INEQUALITIES AND DISCRIMINATION WITHIN THE LABOR MARKET ARE EXAMINED IN TERMS OF FOUR MAJOR AREAS LABOR FORCE PARTICIPATION, OCCUPATIONAL ACHIEVEMENT, OCCUPATIONAL MOBILITY, AND EARNINGS FROM WAGES AND SALARIES. IT IS CONCLUDED THAT, ON THE BASIS OF THEIR ACCOMPLISHMENTS IN THE LABOR MARKET, ORIENTALS ARE NO LONGER A DISADVANTAGED MINORITY; THEY OFTEN EQUAL OR SURPASS THE LEVELS OF SOCIOECONOMIC STATUS ATTAINED BY WHITES. HOWEVER, IT IS POINTED OUT THAT PROBLEMS OF LANGUAGE AND CULTURAL DIFFERENCES STILL DO EXIST, AND THERE ARE STILL VESTIGES OF THE ANTI-ORIENTAL MOVEMENT. (AUTHOR/AM)
ERIC: ED115723

3575 ORIENTATION AND JOB STABILITY THE IMPACT OF SUPERVISORY AND EMPLOYEE ROLE-PLAYING GROUPS ON TURNOVER OF POTENTIALLY UNEMPLOYABLE BLACKS JAN 72
ROSEN, B. A. JUDSON;ROSEN, HJALMAR
JOURNAL OF VOCATIONAL BEHAVIOR;2;1;25-36
EMPLOYER EMPLOYEE RELATIONSHIP, EMPLOYMENT OPPORTUNITIES, GROUP COUNSELING, INTERVENTION, JOB SATISFACTION, JOB TENURE, NEGROES, ORIENTATION, ROLE PLAYING, VOCATIONAL ADJUSTMENT
ERIC: EJ049993

3576 ORIENTATION TO PUBLIC SER[illegible] OCCUPATIONS CAREER EDUCATION CURRICULUM GUIDE. NOV 72
CALIFORNIA STATE DEPT. OF [illegible]ATION, SACRAMENTO. DIV. OF VOCATIONAL EDUCATION. BUREAU OF ADULT, VOCATIONAL, [illegible]CHNICAL EDUCATION (DHEW/OE), WASHINGTON, D.C. CURRICULUM CENTER FOR OCCUPATIONAL A[illegible] ADULT EDUCATION.
GRANT NO. OEG-0-71-4780(357)
NOTES: 354P.
CAREER EDUCATION, CAREER LADDERS, CAREER OPPORTUNITIES, COMMUNITY SERVICES, COURSE CONTENT, COURSE OBJECTIVES, CURRICULUM GUIDES, EMPLOYMENT QUALIFICATIONS, GOVERNMENT

(CONT.)
3576 EMPLOYEES, HUMAN SERVICES, INSTRUCTIONAL MATERIALS, LEARNING ACTIVITIES, OCCUPATIONAL CLUSTERS, OCCUPATIONAL INFORMATION, ORIENTATION MATERIALS, PUBLIC SERVICE OCCUPATIONS, PROGRAM IMPLEMENTATION
THE MATERIAL CONTAINED IN THIS CURRICULUM GUIDE IS DESIGNED TO HELP STUDENTS, COUNSELORS, AND TEACHERS COVER THE CAREER OPTIONS AVAILABLE IN THE PUBLIC SERVICES FIELD. IT IS BASED ON THE PREMISE THAT CAREER CHOICE IN PUBLIC SERVICE SHOULD BE DONE WITH AN ACCURATE UNDERSTANDING OF THE FIELD BASED ON CAREFUL STUDY AND SUSTAINED EFFORT OVER A PERIOD OF TIME. THE MAJOR OCCUPATIONAL GROUPS AND THE MAJOR JOB FAMILIES IN EACH GROUP ARE DELINEATED AS (1) GOVERNMENT AGENCY MANAGEMENT, (2) SOCIAL AND ECONOMIC SERVICES, (3) EDUCATIONAL SERVICES, (4) RESOURCES MANAGEMENT, (5) URBAN, RURAL, AND COMMUNITY DEVELOPMENT, (6) PUBLIC SAFETY, CORRECTIONS, AND JUDICIAL SERVICES, (7) REGULATORY SERVICES AND RECORDS, AND (8) TRANSPORTATION MANAGEMENT. SECTIONS OF THE GUIDE CONTAIN INFORMATION ON THE NATURE OF THE OCCUPATIONAL GROUPS, THE TYPES OF WORK PERFORMED, THE QUALIFICATIONS AND PREPARATION NEEDED, THE ACTIVITIES ENGAGED IN, CAREER LATTICES, AND EMPLOYMENT PROSPECTS. EACH SECTION INCLUDES APPROPRIATE INSTRUCTIONAL OBJECTIVES, CONTENT, STUDENT LEARNING ACTIVITIES, TEACHER MANAGEMENT ACTIVITIES, AND INSTRUCTIONAL RESOURCES. WITH THE PRIMARY OBJECTIVE OF LEARNING BY DOING, TEACHER ACTIVITIES TEND TO FACILITATE THE MANAGEMENT OF LEARNING SITUATIONS RATHER THAN DICTATING ACTIVITIES. THE GUIDE WAS PREPARED AS A TOOL FOR THE TEACHER TO USE IN IMPLEMENTING A CAREER EDUCATION PROGRAM. RELATED DOCUMENTS ARE AVAILABLE IN THIS ISSUE AS VT 020 793-VT 020 796. (AUTHOR/MF)
ERIC: ED079552

3577 ORIENTATION, COUNSELING AND ASSESSMENT APR 72
AMERICAN VOCATIONAL JOURNAL;47:4:57-60
COMMUNICATION SKILLS, DISADVANTAGED YOUTH, JOB PLACEMENT, JOB TRAINING, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, ORIENTATION, PROGRAM CONTENT, VOCATIONAL COUNSELING
PROVIDES INFORMATION DRAWN FROM FINDINGS OF SEVERAL EXPERIMENTAL PROJECTS FOR DISADVANTAGED YOUTH THAT CONCENTRATE ON SHORT-TERM ORIENTATION AS A PRELUDE TO FAST PLACEMENT IN JOBS OR TRAINING. (SB)
ERIC: EJ055804

3578 ORNAMENTAL-IRON WORKER (CONST.) 4-84.020; STRUCTURAL-STEEL WORKER (CONST.) 4-84-010--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, BUILDING TRADES, CONSTRUCTION INDUSTRY, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, METAL INDUSTRY, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, ORNAMENTAL IRON WORKER, STRUCTURAL STEEL WORKER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065626

3579 OUR EXPERIENCE WITH RETRAINING AND RELOCATION. 67
SOMERS, GERALD G.
NOTES: 31P.; CHAPTER 8 IN TOWARD A MANPOWER POLICY, EDITED BY ROBERT A. GORDON. JOHN WILEY, NEW YORK, 1967.
DISADVANTAGED GROUPS, EDUCATIONAL BENEFITS, EMPLOYER ATTITUDES, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, ON THE JOB TRAINING, POLICY FORMATION, PROGRAM COSTS, PROGRAM EVALUATION, RELOCATION, RESEARCH NEEDS, SOCIAL FACTORS, STATISTICAL DATA, TRAINING OBJECTIVES, UNEMPLOYMENT, VOCATIONAL RETRAINING, AREA REDEVELOPMENT ACT, MANPOWER DEVELOPMENT AND TRAINING ACT
ALTHOUGH THE GOVERNMENT RETRAINING AND RELOCATION PROGRAMS FOR THE UNEMPLOYED ARE NOW AN INTEGRAL PART OF THE ECONOMIC WAY OF LIFE, THERE MUST BE RESEARCH EVALUATION OF EACH TO ESTABLISH THE RELATIONSHIP BETWEEN MANPOWER POLICIES. A FEW DETAILED EVALUATIONS HAVE BEEN MADE OF FEDERAL PROGRAMS--A 1962 INTERVIEW SURVEY OF 132 EMPLOYERS IN WEST VIRGINIA WHO HAD HIRED TRAINEES UNDER THE AREA REDEVELOPMENT ACT, A 1964 NATIONWIDE QUESTIONNAIRE SURVEY OF MEMBERS OF THE AMERICAN SOCIETY OF TRAINING DIRECTORS, AND QUESTIONNAIRE MAILED TO 1,000 EMPLOYERS IN WISCONSIN TO DETERMINE THEIR ATTITUDES TOWARD THE APPRENTICESHIP FORM OF ON THE JOB TRAINING. THE EVALUATIONS INDICATE THAT THE PROGRAMS IMPROVE THE ECONOMIC STATUS OF TRAINEES. HOWEVER, MUCH MORE EXTENSIVE AND SOPHISTICATED BENEFIT-COST ANALYSES WILL BE REQUIRED TO DETERMINE WHETHER THE PROGRAMS ARE A SIGNIFICANT FACTOR IN REDUCING NATIONAL UNEMPLOYMENT AND POVERTY AND WHETHER THEY ARE EASING SKILL SHORTAGES OR REDUCING INFLATIONARY PRESSURES. PRESUMABLY ECONOMIC BENEFITS AND COSTS OF RELOCATION ALLOWANCES AID THE INDIVIDUAL, BUT THE EXTENT OF THEIR

3579 USEFULNESS AS A SOCIAL INVESTMENT REMAINS TO BE ESTABLISHED. INDEPENDENT STUDIES MUST BE CUMULATIVE IN THEIR DESIGN AND RESULTS. THE DOCUMENT INCLUDES THREE TABLES, 16 REFERENCES, AND DISCUSSIONS BY MELVIN ROTHBAUM AND CURTIS ALLEN. (AJ)
ERIC: ED023944

3580 OUR TRAINING DEPARTMENT IS WORKING ON THE RIGHT PROBLEM AUG 71
DEWITT, GEORGE L.
TRAINING AND DEVELOPMENT JOURNAL:25:8:30-1
COMPARATIVE STATISTICS, HUMAN RELATIONS, INDUSTRIAL TRAINING, MANPOWER DEVELOPMENT, METHODS, MOTIVATION, PROGRAM EFFECTIVENESS
DISCUSSES THE COMPETENCE AND PRODUCTIVITY OF AMERICAN LABOR WHICH THE AUTHOR ASCRIBES TO THE EFFECTIVENESS OF TRAINING. (EK)
ERIC: EJ039245

3581 OUR WORLD OF WORK. GUIDANCE SERIES BOOKLETS. 70
WOLFBEIN, SEYMOUR L.:GOLDSTEIN, HAROLD
SCIENCE RESEARCH ASSOCIATES, INC., CHICAGO, ILL.
NOTES: 46P.
CAREER PLANNING, CHANGE AGENTS, DECISION MAKING, GUIDANCE COUNSELING, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, OCCUPATIONS, POPULATION TRENDS, TEENAGERS, VOCATIONAL COUNSELING
THIS IS ONE OF A SERIES OF GUIDANCE BOOKLETS CONTAINING INFORMATION DESIGNED TO HELP TEENAGERS UNDERSTAND AND SOLVE PERSONAL PROBLEMS, GET ALONG SUCCESSFULLY WITH OTHERS, AND MAKE REALISTIC EDUCATIONAL AND VOCATIONAL PLANS. THIS BOOKLET FOCUSES ON THE EFFECT OF CHANGES IN AMERICAN SOCIETY ON THE WORLD OF WORK. TOPICS DISCUSSED INCLUDE (1) CHANGES IN POPULATION SIZE, KINDS OF PEOPLE MAKING UP THE POPULATION, AND POPULATION SHIFTS, (2) CHANGES IN PRODUCTION OF GOODS AND SERVICES, (3) TYPES OF INDUSTRIES AND ACTIVITIES MAKING UP THE WORLD OF WORK AT THE PRESENT TIME AND SOME OF THEIR TRENDS, AND (4) MAJOR KINDS OF OCCUPATIONS SUCH AS PROFESSIONAL AND TECHNICAL, CRAFTSMEN, AND SERVICE. SOME CONCLUSIONS REACHED FROM THIS EXAMINATION OF THE WORLD OF WORK ARE (1) THE WORLD OF WORK IS CONSTANTLY CHANGING, (2) CERTAIN KINDS OF JOBS GROW FASTER THAN OTHERS, (3) EDUCATION IS BECOMING INCREASINGLY IMPORTANT FOR MORE AND MORE OCCUPATIONS, AND (4) JOBS ARE BECOMING MORE SPECIALIZED. SOURCES OF ADDITIONAL INFORMATION ARE INCLUDED. (SB)
ERIC: ED074241 SCIENCE RESEARCH ASSOCIATES, INC., 259 E. ERIE STREET, CHICAGO, ILLINOIS 60611

3582 AN OUT-MIGRATION SYSTEM FOR THE UNEMPLOYED. DEC 69
NYE, MICHAEL D.
MINNEAPOLIS REHABILITATION CENTER, INC., MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 47P.
ADULT COUNSELING, EMPLOYMENT, FINANCIAL NEEDS, FINANCIAL SUPPORT, OCCUPATIONAL MOBILITY, RELOCATION, RURAL POPULATION, RURAL URBAN DIFFERENCES, UNEMPLOYED, VOCATIONAL COUNSELING, CEP, CONCENTRATED EMPLOYMENT PROGRAM, MINNESOTA
THE PROJECT WAS CONDUCTED IN COOPERATION WITH TWO CONCENTRATED EMPLOYMENT PROGRAM AGENCIES OPERATING IN NORTHERN MINNESOTA, THE RURAL MINNESOTA CEP AND THE DULUTH CEP. ALL PERSONS RELOCATED IN THIS PROJECT WERE REFERRED BY THE RURAL MINNESOTA CEP AND THE DULUTH CEP. THE OBJECTIVES OF THE PROJECT WERE (1) TO PROVIDE MOBILITY SERVICES TO THE REFERREES FROM THE TWO CEPS, (2) TO DETERMINE THE EFFECTIVENESS OF PROVIDING FINANCIAL ASSISTANCE ON THE BASIS OF NEED RATHER THAN ON THE BASIS OF AN ESTABLISHED FORMULA, AND (3) TO DOCUMENT THE FEASIBILITY, PROBLEMS AND PROCEDURES NECESSARY IN SECURING SERVICES FOR RELOCATEES FROM A BROAD NETWORK OF COMMUNITY AGENCIES. THE 32 WORKERS RELOCATED RECEIVED EXTENSIVE COUNSELING AND SUPPORT SERVICES FROM THE CEPS AND THE MRC. (AUTHOR)
ERIC: ED061939 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-199 506, MF $1.45, HC $3.00)

3583 OUT-OF-SCHOOL YOUTH -- TWO YEARS LATER. SPECIAL LABOR FORCE REPORT NUMBER 71. AUG66
FERRELLA, VERA C.:WALDMAN, ELIZABETH
BUREAU OF LABOR STATISTICS (DEPT. OF LABOR), WASHINGTON, D.C.
NOTES: 19P.
DROPOUTS, FOLLOWUP STUDIES, HIGH SCHOOL GRADUATES, INCOME, INDIVIDUAL CHARACTERISTICS, JOB TRAINING, MALES, NATIONAL SURVEYS, OUT OF SCHOOL YOUTH, SOCIOECONOMIC STATUS, WORK EXPERIENCE, YOUTH EMPLOYMENT
A GROUP OF YOUNG MEN AGED 16 TO 21 WHO HAD BEEN INTERVIEWED BY THE BUREAU OF THE CENSUS IN A NATIONWIDE SAMPLE STUDY OF THE EARLY WORK EXPERIENCE OF OUT-OF-SCHOOL YOUTH IN 1963 WERE RESURVEYED IN FEBRUARY 1965 TO ASSESS THE RELATIVE SOCIOECONOMIC PROGRESS OF THE DROPOUTS AND THE GRADUATES. THE RESURVEY INCLUDED 2.4 MILLION OF THE 2.7 MILLION YOUTH IN THE ORIGINAL SAMPLE. ONE OF 20 OF THE DROPOUTS AND ONE OF FIVE OF THE GRADUATES RETURNED TO SCHOOL BETWEEN 1963 AND 1965. ABOUT 13 PERCENT OF THE DROPOUTS AND 25 PERCENT OF THE GRADUATES HAD TAKEN SOME FORMAL JOB TRAINING OTHER THAN VOCATIONAL OR OTHER TRAINING RECEIVED IN REGULAR SCHOOLS. ONLY 4.9 PERCENT OF THE MEN WERE NOT IN THE LABOR FORCE IN 1965 WHILE 9.4 PERCENT WERE SO CLASSIFIED IN 1963. OVER ONE-FOURTH OF THE GRADUATES BUT ONLY 11 PERCENT OF THE DROPOUTS HELD WHITE COLLAR JOBS. THE DATA FOR ALL MEASURES SUCH AS JOB HELD, UNEMPLOYMENT RATE, EARNINGS, STEADINESS OF EMPLOYMENT, HOURS OF WORK, AND LABOR MOBILITY SHOWED THAT THE MEN WITH MORE EDUCATION MADE GREATER ADVANCES OVER THE 2-YEAR PERIOD. A DISCUSSION OF THE SAMPLE DESIGN AND METHODOLOGY AND 11 DETAILED TABLES ARE INCLUDED. THIS DOCUMENT APPEARED IN THE MONTHLY LABOR REVIEW,

(CONT.)
3583 AUGUST 1966. AND IS AVAILABLE FROM U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS, WASHINGTON, D.C. 20210. (ET)
ERIC: ED015289

3584 OUTWARD BOUND IN THE MAINSTREAM OF AMERICAN EDUCATION, A SYNOPSIS OF SIX OUTWARD BOUND MAINSTREAM PROJECTS. FEB67
OUTWARD BOUND, INC., ANDOVER, MASS.
NOTES: 18P.
COCURRICULAR ACTIVITIES, COMMUNITY SERVICE PROGRAMS, CONSERVATION EDUCATION, DELINQUENT REHABILITATION, DELINQUENTS, DEMONSTRATION PROJECTS, DROPOUTS, ECONOMICALLY DISADVANTAGED, EDUCATIONAL PROGRAMS, RECREATIONAL PROGRAMS, RURAL YOUTH, SERVICE EDUCATION, UNDERACHIEVERS, URBAN YOUTH, YOUTH, YOUTH PROGRAMS, ADAMS COUNTY, ANDOVER, ATIKOKAN, BRITISH COLUMBIA, COLLBRAN, ONTARIO, OUTWARD BOUND, TRENTON
A SYNOPSIS IS OFFERED OF SIX DIFFERENT OUTWARD-BOUND PROGRAMS, EACH OF WHICH IS AN ADAPTATION OF THE BASIC OUTWARD-BOUND PHILOSOPHY OF HAVING YOUNG PEOPLE RECOGNIZE FOR THEMSELVES THEIR PHYSICAL, EMOTIONAL, AND SPIRITUAL CAPABILITIES SO THAT THEY WILL DEVELOP A STRONG SENSE OF SELF-RELIANCE AND INNER STRENGTH. THE ADAMS COUNTY, COLORADO, CONSERVATION PROGRAM TO RESTORE AND TRANSFORM AN ABANDONED LOT INTO A PLAYGROUND WAS AN ATTEMPT TO CHANGE THE ABSENTEEISM, MOTIVATION, AND ACADEMIC ACHIEVEMENT OF TWO GROUPS OF HIGH SCHOOL BOYS. IN TRENTON, NEW JERSEY, AN EXPLORATORY PROGRAM FOR URBAN DISADVANTAGED YOUTH INCLUDED CONSERVATIVE WORK, PARK DEVELOPMENT, FIRST AID, AND RESCUE WORK. IN ATIKOKAN, ONTARIO, A WILDERNESS ENVIRONMENT, A COURSE STRESSING OUTDOOR SKILLS AND COMMUNITY SERVICE WAS OFFERED TO BOYS AND GIRLS THROUGHOUT THE SCHOOL YEAR AS AN EXTRACURRICULAR ACTIVITY. A FOURTH PROGRAM, CONDUCTED JOINTLY BY OUTWARD-BOUND AND THE JOB CORPS IN COLLBRAN, COLORADO, OFFERED CITY-BRED CORPSMEN TRAINING WHICH INCLUDED DISASTER AND RESCUE TRAINING AND THE DEVELOPMENT OF SKILLS IN CAMPING, LEADERSHIP, FIRST AID, AND FIRE FIGHTING. TWO OTHER PROGRAMS NOW BEING CONDUCTED ARE AIMED AT REHABILITATING INMATES. IN MASSACHUSETTS, JUVENILE DELINQUENTS ARE BEING SENT TO EXISTING OUTWARD-BOUND SCHOOLS AS AN ALTERNATIVE TO INSTITUTIONALIZATION, AND, IN BRITISH COLUMBIA, OUTWARD-BOUND TECHNIQUES ARE BEING USED WITH YOUNG MALE RECIDIVISTS. (JL)
ERIC: ED012288

3585 OVER SEVEN HUNDRED RELIABLE SOURCES OF FREE CAREER INFORMATION FOR COUNSELORS AND COUNSELING PSYCHOLOGISTS. 76
ONEIL, JAMES M.;TRACEY, TERENCE
AMERICAN PSYCHOLOGICAL ASSOCIATION, WASHINGTON, D.C. JOURNAL SUPPLEMENT ABSTRACT SERVICE.
NOTES: 18P.
AGENCIES, CAREER PLANNING, COUNSELORS, EMPLOYMENT OPPORTUNITIES, GUIDES, INFORMATION SOURCES, JOB APPLICANTS, OCCUPATIONAL INFORMATION, PSYCHOLOGISTS, RESOURCE MATERIALS, VOCATIONAL COUNSELING
THE VALUE AND NEED FOR CAREER INFORMATION AND MATERIALS HAVE INCREASED DUE TO A GREATER EMPHASIS ON CAREER EDUCATION IN SCHOOLS, A RESTRICTIVE JOB MARKET, AND A GREATER DEMAND BY INDIVIDUALS SEEKING JOBS AND PLANNING THEIR CAREERS. WITH BUDGET DECREASES CONTINUING, COUNSELORS AND COUNSELING PSYCHOLOGISTS STRUGGLE TO FIND INEXPENSIVE BUT USEFUL RESOURCES TO USE WITH THEIR CLIENTS. ONE UNTAPPED SOURCE OF CAREER MATERIALS IS FREE CAREER INFORMATION FROM NATIONAL ASSOCIATIONS AND GOVERNMENT AGENCIES. THIS PAPER LISTS OVER 700 RELIABLE SOURCES OF FREE CAREER INFORMATION THAT HAVE BEEN IDENTIFIED BY THE CAREER RESOURCE CENTER IN THE UNIVERSITY COUNSELING CENTER AT THE UNIVERSITY OF KANSAS. THE LISTING DIFFERS FROM OTHERS IN THAT THE SOURCES HAVE BEEN EVALUATED ACCORDING TO NATIONAL VOCATIONAL GUIDANCE ASSOCIATION GUIDELINES AND HAVE PROVEN TO YIELD RELIABLE, QUALITY INFORMATION. (AUTHOR)
ERIC: ED143981 ORDER DEPARTMENT, AMERICAN PSYCHOLOGICAL ASSOCIATION, 1200 SEVENTEENTH STREET, N.W., WASHINGTON, D.C. (MC $4.00, MF $2.00, ORDER NUMBER JSAS MS. 1451, PREPAYMENT REQUIRED)

3586 OVERLOOKED TALENT SOURCES AND CORPORATE STRATEGIES FOR AFFIRMATIVE ACTION (PART 1) 1975
IACOBELLI, J.L.; MUCZYK, J.P.
PERSONNEL JOURNAL, VOL.54, NO.10, OCT 1975, P. 532-535+.
AFFIRMATIVE ACTION, DISCRIMINATION, EEO, HUMAN RESOURCE DEVELOPMENT, MINORITIES, WOMEN IN BUSINESS
WOMEN AND QUALIFIED MINORITY INDIVIDUALS SHOULD BE INTEGRATED INTO THE ENTIRE HIERARCHY IN THE SAME PROPORTION THEY EXIST IN THE LABOR FORCE. EXAMINATION OF PLACES WHERE WELL QUALIFIED CANDIDATES CAN BE FOUND ARE PRESENTED.
MGMT: PEJ7540532

3587 THE OVERSUPPLY OF THE YOUNG 69 SEP
FOLK, HUGH
TRANS:6:10:27-32
EMPLOYER ATTITUDES, EMPLOYMENT PROJECTIONS, PART TIME JOBS, SEASONAL EMPLOYMENT, STUDENT EMPLOYMENT, UNEMPLOYMENT, YOUTH EMPLOYMENT
ERIC: EJ009090

3588 AN OVERVIEW OF MANAGEMENT AWARENESS PROGRAM MAY 72
NORTH CAROLINA MANPOWER DEVELOPMENT CORP., CHAPEL HILL.
CONTRACT NO. DL-82-37-71-47

(CONT.)

3588 NOTES: 43P
PERSONNEL MANAGEMENT, MANAGEMENT TRAINING, SUPERVISORS, SPECIALIZED TRAINING, DISADVANTAGED GROUPS, MINORITY GROUPS, TEACHING MATERIALS, OMPER
THE OVERVIEW PROVIDES AN INTRODUCTION TO A THREE-DAY TRAINING PROGRAM DESIGNED PRIMARILY TO HELP FIRST LINE SUPERVISORS IMPROVE THEIR EFFECTIVENESS IN DEALING WITH PERSONNEL DRAWN FROM MINORITY GROUPS AND/OR DISADVANTAGED BACKGROUNDS. INCLUDED IS A BRIEF HISTORY OF THE PROGRAMS DEVELOPMENT AND ITS INITIAL UTILIZATION BY MANAGEMENT PERSONNEL FROM PRIVATE INDUSTRY AND PUBLIC AGENCIES IN NORTH CAROLINA. FOR THE BENEFIT OF TRAINERS INTERESTED IN THE MECHANICS OF THE PROGRAM, THERE IS A DETAILED DESCRIPTION OF THE CURRICULUM AND MATERIALS REQUIRED FOR A TRAINING SESSION.
NTIS: PB-222 916/9 NTIS PRICES PC$3.00/MF$1.45

3589 OVERVIEW OF MULTIREGION A SIMULATION-FORECASTING MODEL OF BEA ECONOMIC AREA POPULATION AND EMPLOYMENT 1976
OLSEN, R. J.;WESTLEY, G. W.;VOGT, D. P.;KERLEY, C. R.;HERZOG, H. W.
OAK RIDGE NATIONAL LAB., TENN. ENERGY RESEARCH AND DEVELOPMENT ADMINISTRATION.
NOTES: 15P
COMPUTER CODES, ECONOMIC POLICY, ENERGY MODELS, ENERGY POLICY, MANPOWER, OCCUPATIONS, SOCIO-ECONOMIC FACTORS, ERDA/290200, ERDA/293000, ERDA/292000, ERDA/530100, NTISERDA
IN AN EFFORT TO CONTRIBUTE TO THE APPRAISAL OF HIGH-PRIORITY POLICY OPTIONS OPEN TO REGIONAL DECISION MAKERS AND ENERGY PLANNERS, SOME RESEARCH ECONOMISTS IN THE REGIONAL AND URBAN STUDIES SECTION OF THE OAK RIDGE NATIONAL LABORATORY HAVE BEEN DEVELOPING A SOCIO-ECONOMIC COMPUTER MODEL OF REGIONAL LABOR MARKET DYNAMICS--MULTI REGION--TO PREPARE BASELINE AS WELL AS CONDITIONED FORECASTS OF REGIONAL ACTIVITY WITH BEA (BUREAU OF ECONOMIC ANALYSIS) ECONOMIC AREAS. THIS RESEARCH HAS BEEN SUPPORTED BY THE NSF-RANN PROGRAM FROM 1971 THROUGH 1974 AND BY THE ERDA DIVISION OF BIOMEDICAL AND ENVIRONMENTAL RESEARCH SINCE JULY 1974. MULTIREGION IS AN ATTEMPT TO COMBINE FOUR EXISTING FORECASTING METHODS--TREND PROJECTION, COHORT-SURVIVAL ANALYSIS, EXPORT-BASE ANALYSIS, AND SHIFT-SHARE ANALYSIS--INTO AN INTERACTIVE AND COMPLEMENTARY WHOLE SUCH THAT THEIR JOINT USE MIGHT NOT PRODUCE THE DIVERGENT FORECASTS OF EMPLOYMENT AND POPULATION COMMON TO THEIR SEPARATE APPLICATION. THE PURPOSE OF THIS PAPER IS TO HIGHLIGHT SOME OF THE DIMENSIONS OF MULTIREGION. THIS IS DONE BY BRIEFLY REVIEWING (1) THE ELEMENTS OF A REGIONS ECONOMY WHEN VIEWED AS A LABOR MARKET, (2) THE GENERAL COMPUTATIONAL STEPS REQUIRED TO RECONCILE REGIONAL LABOR SUPPLY AND DEMAND, (3) THE LABOR MARKET EQUILIBRATING FORCES FOUND IN EMPIRICAL ANALYSIS OF POPULATION AND EMPLOYMENT, (4) THE PROCESS OF EMPLOYMENT AND POPULATION RECONCILIATION EMBEDDED IN MULTIREGION, AND (5) THE OUTPUT THAT MAY BE EXPECTED FROM A SIMULATION OR FORECASTING EXERCISE. (ERA CITATION 01 019453)
NTIS: CONF-760435-2 NTIS PRICES PC A02/MF A01

3590 AN OVERVIEW OF PERSONNEL DEVELOPMENT IN BUSINESS AND INDUSTRY. 31 OCT 75
DRAWBAUGH, CHARLES C.
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL EDUCATION. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C.; OHIO STATE DEPT. OF EDUCATION, COLUMBUS. DIV. OF VOCATIONAL EDUCATION.
NOTES: 42P.; PRESENTED AT THE NATIONAL VOCATIONAL EDUCATION PERSONNEL DEVELOPMENT SEMINAR (OMAHA, NEBRASKA, OCTOBER 28-31, 1975)
BUSINESS, COSTS, DISADVANTAGED GROUPS, EVALUATION, FACILITIES, FUTURES (OF SOCIETY), HANDICAPPED, HISTORICAL REVIEWS, HUMAN RESOURCES, INDUSTRY, INSERVICE EDUCATION, INSTITUTES (TRAINING PROGRAMS), MANPOWER DEVELOPMENT, ORGANIZATIONAL DEVELOPMENT, STATE OF THE ART REVIEWS, TESTING, TRAINING, TRAINING TECHNIQUES, VOCATIONAL EDUCATION
THE PAPER PROVIDES HISTORICAL BACKGROUND OF THE TRAINING MOVEMENT, AN OVERVIEW OF THE STATE OF THE ART OF PERSONNEL DEVELOPMENT IN BUSINESS AND INDUSTRY, AND ASSESSMENTS AFFECTING THE FUTURE DIRECTION OF HUMAN RESOURCE DEVELOPMENT IN BUSINESS/INDUSTRY AND PUBLIC VOCATIONAL EDUCATION. AN HISTORICAL SKETCH TRACES TRAINING FOR WORK THROUGH APPRENTICESHIPS AND GUILDS, FACTORY SCHOOLS, FEDERAL LEGISLATION FOR VOCATIONAL EDUCATION, PROFESSIONAL ORGANIZATIONS, AND THE EFFECTS OF POLITICAL/ECONOMIC/SOCIETAL FORCES. A SECTION, THE HUMAN RESOURCES POOL, DEALS WITH THE PROBLEM OF DETERMINING WHO SHOULD BE SELECTED FOR TRAINING AND BY WHAT MEANS (TESTING, DISCRIMINATION, AND COMMITMENT TO TRAIN THE DISADVANTAGED AND HANDICAPPED). THE SECTION ON HUMAN RESOURCE DEVELOPMENT, REFLECTING NUMEROUS STUDIES, DIFFERENTIATES AMONG TERMINOLOGY AND PROVIDES GENERAL STATEMENTS REGARDING FACILITIES, METHODS AND MATERIALS, COURSES AND PROGRAMS, COSTS, AND EVALUATION. A SECTION ON ORGANIZATION AND MANAGEMENT OF TRAINING COVERS ORGANIZATIONAL STRUCTURE, STAFFING OF TRAINING PROGRAMS, THE ROLE OF THE TRAINING DIRECTOR, INSERVICE EDUCATION, AND PROFESSIONAL ORGANIZATIONS/JOURNALS. THE AUTHOR OFFERS 15 CONCLUSIONS ON INDUSTRIAL TRAINING, NINE PREDICTIONS WITH RELATED BIBLIOGRAPHIC CITATIONS, AND 12 ACTION-ORIENTED RECOMMENDATIONS. A BIBLIOGRAPHY OF SELECTED REFERENCES IS INCLUDED. (EA)
ERIC: ED118647

3591 AN OVERVIEW OF THE LABOR-RESULTS SPR 74
REES, ALBERT
JOURNAL OF HUMAN RESOURCES:9:2:158-80
LABOR SUPPLY, POVERTY RESEARCH, FEDERAL AID, WORK ATTITUDES, ECONOMICALLY DISADVANTAGED, TABLES (DATA), GRADUATED WORK INCENTIVE EXPERIMENT, NEW JERSEY, PENNSYLVANIA
A SUMMARY OF FINDINGS IS PRESENTED OF THE GRADUATED WORK INCENTIVE EXPERIMENT (NEW JERSEY-PENNSYLVANIA NEGATIVE INCOME TAX EXPERIMENT). THE EXPERIMENT STUDIED THE EFFECTS OF PAYMENT OF SUBSTANTIAL AMOUNTS OF UNEARNED INCOME TO POOR FAMILIES ON THE

(CONT.)
3591 LABOR-SUPPLY RESPONSE OF SUCH FAMILIES. (EA)
ERIC: EJ095775

3592 AN OVERVIEW OF THE MANAGEMENT AWARENESS PROGRAM. MAY 72
NORTH CAROLINA MANPOWER DEVELOPMENT CORP., CHAPEL HILL. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 43P.
DISADVANTAGED GROUPS, GUIDES, INSTRUCTIONAL MATERIALS, INTERPERSONAL COMPETENCE, MANAGEMENT EDUCATION, PERSONNEL MANAGEMENT, SUPERVISORY TRAINING, TRAINING TECHNIQUES, NORTH CAROLINA
THIS OVERVIEW PROVIDES AN INTRODUCTION TO A THREE-DAY TRAINING PROGRAM DESIGNED PRIMARILY TO HELP FIRST LINE SUPERVISORS IMPROVE THEIR EFFECTIVENESS IN DEALING WITH PERSONNEL DRAWN FROM MINORITY GROUPS AND/OR DISADVANTAGED BACKGROUNDS. INCLUDED IS A BRIEF HISTORY OF THE PROGRAMS DEVELOPMENT AND ITS INITIAL UTILIZATION BY MANAGEMENT PERSONNEL FROM PRIVATE INDUSTRY AND PUBLIC AGENCIES IN NORTH CAROLINA. FOR THE BENEFIT OF TRAINERS INTERESTED IN THE MECHANICS OF THE PROGRAM, THERE IS A DETAILED DESCRIPTION OF THE CURRICULUM AND MATERIALS REQUIRED FOR A TRAINING SESSION. (AUTHOR)
ERIC: ED079611 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (NO PRICE GIVEN)

3593 OVERVIEW OF THE WORK EDUCATION PROGRAM A CAREER EDUCATION PROGRAM CENTER FOR CAREER DEVELOPMENT. APR 74
CRANDELL, KEITH;FRY, SCOTT
MESA PUBLIC SCHOOLS, ARIZ. ARIZONA STATE DEPT. OF EDUCATION, PHOENIX.
NOTES: 25P.; FOR RELATED DOCUMENTS, SEE CE 005 467-469
CAREER EDUCATION, CAREER EXPLORATION, COOPERATIVE EDUCATION, GRADE 11, GRADE 12, JOB TRAINING, PILOT PROJECTS, PROGRAM DESCRIPTIONS, SCHOOL COMMUNITY PROGRAMS, SCHOOL INDUSTRY RELATIONSHIP, SECONDARY EDUCATION, VOCATIONAL DEVELOPMENT, WORK EXPERIENCE PROGRAMS, ARIZONA (MESA)
A DESCRIPTION OF THE GENERAL WORK EDUCATION PROGRAM DEVELOPED FOR HIGH SCHOOL STUDENTS IN THE MESA PUBLIC SCHOOLS AND PROCEDURES FOR ITS IMPLEMENTATION ARE DISCUSSED IN THE DOCUMENT. THE PROGRAM PROVIDES STUDENTS WITH AN OPPORTUNITY TO GAIN OCCUPATIONAL KNOWLEDGE THROUGH TWO BASIC APPROACHES (1) WORK EXPOSURE, INCLUDING FORMAL OBSERVATION OF A CAREER SETTING WITH LIMITED INVOLVEMENT, VERBAL INTERACTION, AND/OR PARTICIPATION; AND (2) WORK EXPERIENCE, INVOLVING THE STUDENT IN A WORK SETTING FOR AN EQUIVALENT OF ONE HOUR PER DAY FOR A NINE-WEEK PERIOD. PILOTED DURING THE SPRING SEMESTER OF 1974, THE PROGRAM WAS OFFERED BY 18 TEACHERS TO APPROXIMATELY 540 STUDENTS. TEACHERS SCREENED AND SPONSORED INTERESTED STUDENTS, WHO ENROLLED IN A NINE-WEEK COURSE, RECEIVING ONE-FOURTH CREDIT TOWARD GRADUATION. COMMUNITY RESOURCE SERVICE, THE TEACHER, AND CO-OP STAFF COOPERATED IN IDENTIFYING AND CONTACTING SUITABLE PLACEMENT AGENCIES, WHICH IN TURN MADE ARRANGEMENTS WITH A SUITABLE WORK STATION. FORMS USED TO IMPLEMENT THE PROGRAM INCLUDE A PARENTAL PERMISSION FORM, PRE- AND POSTWORK EXPOSURE FORMS, COOPERATING AGENCY EVALUATION FORMS, AND STUDENT INFORMATION REQUEST FOR PLACEMENT FORMS. THESE ARE APPENDED WITH AN EXECUTIVE SUMMARY WORK EDUCATION PROPOSAL FOR THE PROGRAM. (LH)
ERIC: ED114602 CENTER FOR CAREER DEVELOPMENT, MESA PUBLIC SCHOOLS, 161 EAST FIRST STREET, MESA, ARIZONA 85201 (NO PRICE GIVEN)

3594 AN OVERVIEW OF THE WORK PROGRESS REPORT. MANPOWER FOR THE HUMAN SERVICES. JUN 71
KASSEL, MYRNA BORDELON
ILLINOIS STATE DEPT. OF LABOR, CHICAGO, ILL. HUMAN SERVICES MANPOWER CAREER CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 43P.
CAREER LADDERS, CORE CURRICULUM, CURRICULUM DEVELOPMENT, DAY CARE SERVICES, EMPLOYMENT OPPORTUNITIES, HUMAN SERVICES, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, RESEARCH PROJECTS, STATE AGENCIES, HUMAN SERVICES MANPOWER CAREER CENTER
THIS MONOGRAPH IS THE FIRST OF A SERIES SUMMARIZING THE WORK PROGRESS OF THE HUMAN SERVICES MANPOWER CAREER CENTER, A SPECIAL RESEARCH AND DEVELOPMENT PROJECT FUNDED BY THE U. S. DEPARTMENT OF LABOR. DURING ITS FIRST 2 YEARS OF OPERATION, THE CENTER HAS (1) UNDERTAKEN BASIC OCCUPATIONAL RESEARCH TO IDENTIFY THE HUMAN SERVICES OCCUPATIONS IN THE CHICAGO METROPOLITAN AREA AND TO DEVELOP A CONCEPTUAL FRAMEWORK FOR PERCEIVING AND STRUCTURING JOBS IN THIS EXPANDING INDUSTRY, (2) STUDIED THE MANPOWER UTILIZATION PATTERNS OF SEVERAL STATE HUMAN SERVICES AGENCIES AND DESIGNED CAREER SYSTEMS TO PROVIDE MAXIMUM OPPORTUNITIES AND NEW WORKERS, (3) DESIGNED A CORE CURRICULUM FOR ENTRY AND MIDDLE LEVEL WORKERS IN HUMAN SERVICES AGENCIES, AND (4) DEVELOPED A MODEL FOR NEIGHBORHOOD-BASED CHILD CARE SERVICES IN THE INNER CITY. IN ADDITION TO DESCRIBING THE ORIGINS, OBJECTIVES, STAFF, AND WORK PROGRESS, THE MONOGRAPH ALSO INCLUDES A BRIEF SUMMARY OF THE CONTENT OF THE REMAINING MONOGRAPHS, AVAILABLE AS VT 016 354 AND VT 016 356-016 359 IN THIS ISSUE. (SB)
ERIC: ED066572 OFFICE OF RESEARCH AND DEVELOPMENT, U. S. MANPOWER ADMINISTRATION, WASHINGTON, D. C. 20210

3595 OWNING AND OPERATING A SMALL BUSINESS. STRATEGIES FOR TEACHING SMALL BUSINESS OWNERSHIP AND MANAGEMENT. JUN 76
ILLINOIS UNIV., URBANA. DEPT. OF VOCATIONAL AND TECHNICAL EDUCATION. ILLINOIS STATE OFFICE OF EDUCATION, SPRINGFIELD. CURRICULUM DEVELOPMENT SECTION.
NOTES: 154P.
CURRICULUM GUIDES, MANAGEMENT EDUCATION, BUSINESS SKILLS, TEACHING GUIDES, SECONDARY EDUCATION, VOCATIONAL EDUCATION, ADULT EDUCATION, LEARNING ACTIVITIES, CASE STUDIES,

(CONT.)

3595 SMALL BUSINESS MANAGEMENT
THIS CURRICULUM GUIDE IS DESIGNED TO AID THE TEACHER IN PROVIDING INSTRUCTION IN SMALL BUSINESS OWNERSHIP AND MANAGEMENT FOR STUDENTS AT THE SECONDARY, ADULT, CONTINUING EDUCATION, OR COMMUNITY COLLEGE LEVELS. EACH OF THE 14 UNITS CONSISTS OF INTRODUCTION, OBJECTIVES, CONTENT, AND SUGGESTED ACTIVITIES. SUGGESTED ACTIVITIES INCLUDE PROJECTS, GROUP DYNAMICS, SIMULATIONS, ROLE PLAYING, CASE STUDIES, AND ASSIGNMENTS. A NUMBER OF SPECIAL ACTIVITIES INCLUDED IN EACH UNIT ARE CATEGORIZED ACCORDING TO THE AREAS OF CREATIVITY AND INNOVATION, COPING WITH CHANGE AND COMPETITION, ACHIEVEMENT MOTIVATION, PROBLEM-SOLVING AND DECISIONMAKING, HUMAN RELATIONS ABILITY, AND DEVELOPING A POSITIVE SELF-IMAGE. MOST UNITS CONTAIN AT LEAST ONE CASE STUDY DEPICTING A REAL-LIFE BUSINESS SITUATION REGARDING THE UNIT TOPIC. INSTRUCTIONAL UNITS ARE ENTITLED (1) THE NATURE OF SMALL BUSINESS, (2) DETERMINING PRODUCT AND MARKET, (3) SELECTING THE LOCATION, (4) OBTAINING INITIAL CAPITAL, (5) CHOOSING THE LEGAL FORM OF ORGANIZATION, (6) MANAGERIAL PLANNING, (7) RECORDKEEPING, (8) FINANCIAL MANAGEMENT, (9) CREDIT AND COLLECTIONS, (10) ADVERTISING AND SALES PROMOTION, (11) EMPLOYEE AND COMMUNITY RELATIONS, (12) OBTAINING INFORMATION AND ASSISTANCE, (13) INSURANCE, AND (14) THE FUTURE OF SMALL BUSINESS. (NJ)
AIM/ARM: VT103440

3596 PACKAGER, MACHINE (ANY IND.) 920.885--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. APR 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED WORKERS, GATB, GENERAL APTITUDE TEST BATTERY, PACKAGER (MACHINE)
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED068565

3597 PACKAGING-MACHINE MECHANIC (DRUG. PREP. + REL. PROD.) 920.280--DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE REPAIRMEN, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, PACKAGING MACHINE MECHANIC
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED062421

3598 PACKER (GLASS MFG.) 9-65.01--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, GLASS, INSPECTION, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, GLASS PACKER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD

(CONT.)
3598 SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED072063

3599 PACKER, TEA BAG 9-68.31 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. JUL 52
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, EVALUATION CRITERIA, FOOD PROCESSING OCCUPATIONS, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, TEA BAG PACKER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED059305

3600 PAINTER AUTOMOBILE (AUTO SERV.) 845.781--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERIES. NOV 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, AUTO BODY REPAIRMEN, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, AUTOMOBILE PAINTER, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED067417

601 PAINTER-DECORATOR (CONST.) 5-27.010 AND 5-28.100--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 62
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 10P.
APTITUDE TESTS, BUILDING TRADES, CUTTING SCORES, EVALUATION CRITERIA, INTERIOR DESIGN, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PAINTING, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED063389

3602 PAINTING AND DECORATING. TRADE AND INDUSTRIAL EDUCATION TRADE PREPARATORY TRAINING GUIDE. 73
NEBRASKA STATE DEPT. OF EDUCATION, LINCOLN. DIV. OF VOCATIONAL EDUCATION.
NOTES: 23P.; FOR RELATED DOCUMENTS SEE CE 007 553-569. APPENDIX A, APPLICATION FOR EMPLOYMENT, MAY NOT REPRODUCE WELL BECAUSE OF SMALL TYPE
BEHAVIORAL OBJECTIVES, BUILDING TRADES, CURRICULUM, CURRICULUM DESIGN, CURRICULUM GUIDES, JOB SKILLS, OCCUPATIONAL INFORMATION, PAINTING, SECONDARY EDUCATION, STATE CURRICULUM GUIDES, TASK PERFORMANCE, TRADE AND INDUSTRIAL EDUCATION, DECORATING, NEBRASKA
ONE OF A SERIES OF CURRICULUM GUIDES PREPARED FOR THE BUILDING OCCUPATIONS CLUSTER OF THE CONSTRUCTION/FABRICATION OCCUPATIONAL GROUP, THIS GUIDE IDENTIFIES THE ESSENTIALS OF THE PAINTING AND DECORATING TRADE AS RECOMMENDED BY THE SUCCESSFUL PAINTER/DECORATOR. AN INSTRUCTIONAL PROGRAM BASED UPON THE IMPLEMENTATION OF THE GUIDES IS EXPECTED TO PREPARE A STUDENT TO ADEQUATELY PERFORM ENTRY LEVEL TASKS REQUIRED OF A PAINTER/DECORATOR OR TO ENTER A POST-SECONDARY TECHNICAL OR APPRENTICESHIP PROGRAM IN PAINTING AND DECORATING WHERE ADDITIONAL DEPTH CAN BE REALIZED. TRADE TASKS OR INFORMATION ARE LISTED IN CHART FORM UNDER THE HEADINGS OF SAFETY, LABOR AND MATERIAL ESTIMATING, TOOLS AND EQUIPMENT, OPERATIONS AND/OR JOBS, AND GENERAL COMPETENCIES. SPACE IS PROVIDED ON THE CHARTS TO RECORD FOR EACH ITEM THE DATE COMPLETED, TEACHING METHODS USED, AND TEACHING MATERIALS USED. ALSO INCLUDED ARE A LIST OF TEACHER RESPONSIBILITIES, GUIDANCE INFORMATION AND SOURCES OF OCCUPATIONAL INFORMATION, RECOMMENDED TESTS AND REFERENCES, AND A CHART DEPICTING THE TOTAL CONSTRUCTION/FABRICATION OCCUPATIONAL CURRICULUM. A TYPICAL APPLICATION FOR EMPLOYMENT AND A SAMPLE TRADE AND INDUSTRIAL EDUCATION INJURY REPORT ARE APPENDED. (HD)
ERIC: ED129564

3603 PAIRER (HOSIERY) 6-14.341 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. DEC 54
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, SORTING PROCEDURES, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, PAIRER HOSIERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060099

3604 PANACEA NO. ONE: GASIFICATION 1975
FORBES, VOL.115, NO.9, MAY 1, 1975, P. 18-19.
CAPITAL, COAL INDUSTRY, DEPRECIATION, ENERGY, GAS, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, PRODUCTION, SHORTAGES, TAX CREDIT, TECHNOLOGY
THERE IS NO EASY ANSWER TO THE ENERGY PROBLEM. THERE WILL BE COMPETITION FOR CAPITAL, TAX RELIEF, MANPOWER, AND WATER POWER IN PLANNING COAL GASIFICATION AS NUCLEAR POWER AND OFF-SHORE OIL DRILLING ALSO PROGRESS.
MGMT: F9875E0118-1

3605 PANTOGRAPHER 979.782 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. AUG 57
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOL OPERATORS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, PANTOGRAPHER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061314

3606 PANTS PRESSER (ANY IND.) 363.782--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. FEB 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 13P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MANUFACTURING INDUSTRY, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED WORKERS, GATB, GENERAL APTITUDE TEST BATTERY, PANTS PRESSER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED068540

3607 PAPAGO RESERVATION MANPOWER RESOURCES: INDIAN MANPOWER RESOURCES IN THE SOUTHWEST. A PILOT STUDY. 69
TAYLOR, BENJAMIN J.;OCONNOR, DENNIS J.
ARIZONA STATE UNIV., TEMPE. COLL. OF BUSINESS ADMINISTRATION. ARIZONA STATE EMPLOYMENT SERVICE, PHOENIX.; MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. EMPLOYMENT SERVICE.
NOTES: 42P.
AGE DIFFERENCES, AMERICAN INDIANS, CULTURAL DIFFERENCES, ECONOMIC CLIMATE, EDUCATIONAL BACKGROUND, EMPLOYMENT EXPERIENCE, FAMILY CHARACTERISTICS, LABOR SUPPLY, LANGUAGE HANDICAPS, MANPOWER UTILIZATION, RURAL AREAS, SEX DIFFERENCES, UNEMPLOYMENT, ARIZONA, PAPAGOS
EMPLOYMENT OTHER THAN FARMING OR RANCHING IS VERY LIMITED ON THE PAPAGO RESERVATION, AND MOST PAPAGOS DO NOT POSSESS THE SKILLS NEEDED FOR OFF-RESERVATION EMPLOYMENT. IN A SURVEY OF 382 PAPAGOS (FEMALES AND MALES), ONLY 27% OF THE INDIANS AGED 16 AND OVER CONSIDERED WORK A MAJOR ACTIVITY IN 1967-68. IT IS NOTED THAT 73% OF THE INDIANS SPOKE PAPAGO IN THE HOME AND THAT THE AVERAGE OF 8 YEARS OF FORMAL EDUCATION ALSO LIMITED ENGLISH-SPEAKING ABILITY. LOW EDUCATIONAL ATTAINMENT AND LACK OF ENGLISH LANGUAGE SKILLS MADE IT DIFFICULT FOR THE PAPAGO TO COMPETE FOR THE JOBS EXISTING IN THE AREA. THE MALE LABOR FORCE REACHED A PEAK IN THE 30-39 AGE GROUP, WITH A DECLINE STARTING AFTER AGE 40. WITHDRAWAL FROM THE LABOR FORCE AMONG WOMEN WAS GREATEST IN THE 30-39 AGE GROUP. SOME 39% OF THE PAPAGOS OF WORKING AGE LISTED FAMILY RESPONSIBILITIES AS THEIR REASON FOR NOT SEEKING OFF-RESERVATION EMPLOYMENT, WHILE THE RESERVATION HAD AN UNEMPLOYMENT RATE 3 TIMES GREATER THAN THE REST OF ARIZONAS UNEMPLOYMENT RATE. INCOME WAS LOW, WITH 92% OF THE INDIVIDUALS RECEIVING LESS THAN $3000 PER YEAR. SOME 85% OF THE FAMILIES, WHICH AVERAGED 6 MEMBERS, RECEIVED UNDER $5000 ANNUALLY. SINCE 64% OF THE FAMILIES DID NOT OWN CARS, TRANSPORTATION PRESENTED ANOTHER PROBLEM FOR THE UNEMPLOYED SEEKING EMPLOYMENT OFF THE RESERVATION. (LS)
ERIC: ED043445

3608 PAPER SORTER AND COUNTER 6-41.904: TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAY 57
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PAPER (MATERIAL), PERSONNEL EVALUATION, SORTING PROCEDURES, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, PAPER SORTER AND COUNTER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061309

3609 A PARALEGAL IS NOT A LAWYER IN A WHEELCHAIR OCT 75
MANIKAS, WILLIAM J.
MANPOWER:7:10:11-4

(CONT.)
3609 LAW INSTRUCTION, SUBPROFESSIONALS, PROGRAM DESCRIPTIONS, STATE PROGRAMS, JOB TRAINING, LAWYERS, FEDERAL AID, JOB PLACEMENT, MANPOWER DEVELOPMENT, OCCUPATIONAL INFORMATION, PARALEGALS, COMPREHENSIVE EMPLOYMENT AND TRAINING ACT, FLORIDA LEGAL ASSISTANTS, PARAPROFESSIONAL PERSONNEL
ERIC: ED125388

3610 PARKING ENFORCEMENT OFFICER (GOV. SER.) 375.588--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUL 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 16P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, GOVERNMENT EMPLOYEES, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PARKING CONTROLS, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, PARKING ENFORCEMENT OFFICER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED068560

3611 PART PROGRAMER, NUMERICAL CONTROL (MACH. SHOP) 11 007.187--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. MAR 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.
APTITUDE TESTS, COMPUTER PROGRAMS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MACHINE TOOLS, NORMS, NUMERICAL CONTROL, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED068562

3612 PART-TIME WORK AND FLEXIBLE HOURS EMPLOYMENT 7 JUN 74
GREENWALD, CAROL S.
FEDERAL RESERVE BANK OF BOSTON, MASS. WOMENS BUREAU, WASHINGTON, D.C.
GRANT NO. DL-20-11-74-20
NOTES: FINAL REPT. 13P
EMPLOYMENT, FEMALES, ECONOMIC SURVEYS, PART TIME EMPLOYMENT, LABOR FORCE PARTICIPATION, EMPLOYMENT OPPORTUNITIES, NTISLABPEU
THIS SPEECH FOCUSES ON THE DATA AVAILABLE FROM VARIOUS SOURCES DEALING WITH THE PART-TIME EMPLOYMENT OF WOMEN OVER THE LAST DECADE (1963-1973).
NTIS: PB-257 622/1ST NTIS PRICES PC$3.50/MF$3.00

3613 PART-TIME, SUMMER AND VOLUNTEER JOBS FOR JEWISH AND OTHER MINORITY GROUP YOUTH. 69
SINICK, DANIEL
BNAI BRITH, WASHINGTON, D.C. VOCATIONAL SERVICE.
NOTES: 113P.
EMPLOYMENT OPPORTUNITIES, GUIDANCE COUNSELING, GUIDES, MINORITY GROUPS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, VOLUNTEERS, YOUTH EMPLOYMENT, JEWISH YOUTH
PART-TIME, SUMMER OR VOLUNTEER JOBS SERVE AS A TRY-OUT WORK EXPERIENCE AND/OR AS AN INCOME PRODUCER. ADVICE IS GIVEN ON WHERE TO FIND THESE JOBS AND HOW TO GET THEM. OTHER MAJOR SECTIONS PRESENT INFORMATION ABOUT (1) PART-TIME JOBS, (2) SUMMER AND OTHER TEMPORARY JOBS, AND (3) VOLUNTEER JOBS. THESE SECTIONS ARE FURTHER DIVIDED INTO ADVICE FOR THOSE OF HIGH SCHOOL AGE AND FOR THOSE OF COLLEGE AGE AND OLDER. TYPICAL CHAPTER TITLES ARE JOBS CONNECTED WITH SCHOOL, JOBS CONNECTED WITH HOMES, JOBS IN OTHER PLACES, JOBS THAT ARE DIFFERENT, HELPING PEOPLE DIRECTLY, AND HELPING HELPING AGENCIES. APPENDED ARE LISTINGS OF AREA OFFICES OF THE UNITED STATES SMALL BUSINESS ADMINISTRATION.

(CONT.)
3613 COLLEGES AND UNIVERSITIES OFFERING COOPERATIVE EDUCATION PROGRAMS, REGIONAL OFFICES OF THE UNITED STATES OFFICES OF EDUCATION AND ECONOMIC OPPORTUNITY, INTERAGENCY BOARDS OF THE UNITED STATES CIVIL SERVICE COMMISSION, AND NATIONAL PARK CONCESSIONERS, AS WELL AS INFORMATION ABOUT AGE REQUIREMENTS FOR EMPLOYMENT. (JK)
ERIC: ED036625 B'NAI B'RITH VOCATIONAL SERVICE, 1640 RHODE ISLAND AVENUE, WASHINGTON, D.C. 20036 ($2.50)

3614 PARTICIPATION TRAINING FOR ADULT EDUCATION. 65
BERGEVIN, PAUL;MCKINLEY, JOHN
NOTES: 108P.
ADULT EDUCATION, ADULT EDUCATION PROGRAMS, ADULT EDUCATORS, GROUP DISCUSSION, GROUP DYNAMICS, LEADERS GUIDES, LEADERSHIP TRAINING, PARTICIPANT INVOLVEMENT, TEACHING METHODS, T GROUPS, TRAINING TECHNIQUES, GROUP PARTICIPATION TRAINING
PARTICIPATION TRAINING FOR ADULT EDUCATION SERVES AS A MANUAL, GUIDE, AND RESOURCE FOR LEADERS AND PARTICIPANTS INTERESTED IN ESTABLISHING A PROGRAM OF ADULT LEARNING CALLED GROUP-PARTICIPATION TRAINING. GOALS EMPHASIZE PARTICIPANTS LEARNING ABOUT THEMSELVES AS LEARNERS, HOW THEY RELATE TO AND CAN HELP OTHERS, AND EXPLORING THE DYNAMICS OF A LEARNING SITUATION AND HOW IT CAN BE MADE MORE EFFECTIVE. BASED ON SUCCESSFUL EXPERIENCE, THE INFORMATION IS ARRANGED IN CHAPTERS, COVERING THE FOLLOWING TOPICS (1) PARTICIPATION TRAINING PRELIMINARY QUESTIONS AND ORGANIZATION, DISCUSSING TYPES OF MEETINGS, RESOURCES INVOLVED, AND PURPOSE OF PROGRAM; (2) ROLES OF PARTICIPANTS, DESCRIBING THE FUNCTIONS OF DISCUSSION LEADERS, CO-LEADER AND/OR RECORDER, GROUP PARTICIPANT, OBSERVER, RESOURCE PERSON, AND TRAINER; (3) ELEMENTS OF STRUCTURE TOPIC, GOALS AND OUTLINE, DEALING WITH THE DYNAMICS OF DISCUSSION; (4) CONDUCTING THE TRAINING SESSIONS, PROVIDING A DETAILED GUIDE FOR THE TRAINER IN ESTABLISHING EFFECTIVE CONDITIONS FOR PARTICIPATION; AND (5) SOME COMMON PROBLEMS IN TRAINING SESSIONS, SUGGESTING PROBLEM SOLVING TECHNIQUES FOR TRAINER AND PARTICIPANTS. A SCHEDULE OF EVENTS FOR A WEEKEND TRAINING PROGRAM WITH DETAILED DESCRIPTIONS OF EACH SESSION, A CHECKLIST FOR CONDUCTING CRITIQUES, AND A GLOSSARY OF TERMS ARE APPENDED. (LH)
ERIC: ED111955 THE BETHANY PRESS, 2640 PINE BLVD., BOX 179, ST. LOUIS, MISSOURI 63166 ($2.50)

3615 PARTICIPATION, PERFORMANCE, AND APPRAISAL 1974
CHERRINGTON, D.J.; CHERRINGTON, J.O.
BUSINESS HORIZONS, VOL.17, NO.6, DECEMBER 1974, P. 35-44.
ADMINISTRATION, BUDGETING, CONTROL AND PLANNING, INCENTIVES, INDUSTRIAL PSYCHOLOGY, JOB SATISFACTION, LEADERSHIP, MANAGEMENT, MANAGEMENT BY OBJECTIVES, MORALE, ORGANIZATION STRUCTURE, ORGANIZATIONAL THEORY, PARTICIPATIVE MANAGEMENT, PERFORMANCE, PERFORMANCE APPRAISAL, PRODUCTIVITY
SUGGESTS THE USE OF TECHNIQUES OF B.F. SKINNERS OPERANT CONDITIONING WITHIN BUSINESS TO ESTABLISH OBJECTIVES AND BUDGETS, THUS FACILITATING MEASUREMENT OF PERFORMANCE AGAINST THESE STANDARDS.
MGMT: BH074L0035

3616 PARTNERSHIPS PAY OFF AND AID DISADVANTAGED AUG 70
BANTA, TRUDY W.
TRAINING DEVELOP J;24:8:14-17
COOPERATIVE PLANNING, DISADVANTAGED GROUPS, JOB TRAINING, MANPOWER DEVELOPMENT
COMMUNITY GROUPS IN KNOXVILLE, TENNESSEE, MEET TO SHARE CONCERNS FOR JOB ORIENTED EDUCATION OF THE DISADVANTAGED, PARTICULARLY THROUGH SCHOOL AND INDUSTRY COOPERATION. (LY)
ERIC: EJ024105

3617 PARTS STOREKEEPER (WHOLE, TR.) 1-75.24--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. APR 60
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 9P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NONPROFESSIONAL PERSONNEL, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, PARTS STOREKEEPER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED062431

3618 PAST AND PRESENT COUNSELING AND PLACEMENT PROCEDURES IN PRIVATE EMPLOYMENT AGENCIES--AN

EMPIRICAL STUDY. 25 AUG 69
MARTINEZ, THOMAS M.;AND OTHERS
SANTA CLARA UNIV., CALIF. COMMUNITY STUDIES CENTER. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 111P.
AGENCY ROLE, EMPLOYMENT SERVICES, LEGAL PROBLEMS, PRIVATE AGENCIES, SOCIAL FACTORS, PRIVATE EMPLOYMENT AGENCY ABUSE
THIS REPORT EXAMINES PAST AND PRESENT PROCEDURES OF PRIVATE EMPLOYMENT AGENCIES BY STUDYING THE HISTORY, ABUSES, AND SOCIAL CONTROL OF THE AGENCIES, PROFESSIONALISM OF THE AGENT, AND THE NATURE OF THE RELATIONSHIP BETWEEN THE APPLICANT AND AGENT. PRIVATE EMPLOYMENT AGENCIES STARTED IN THIS COUNTRY AROUND 1920, AND HAVE GROWN TO ABOUT 7,600 AGENCIES IN THE UNITED STATES. SUFFICIENT CONTROLS HAVE NOT BEEN DEVELOPED TO PROTECT APPLICANTS, AND A VARIETY OF ABUSES STILL OCCUR JUST AS THEY DID IN THE 1800S. SOME OF THESE ARE MISREPRESENTATIONS OF TERMS AND CONDITIONS OF EMPLOYMENT, FEE-SPLITTING BETWEEN AGENT AND EMPLOYER, INFLUENCING FORMER APPLICANTS TO LEAVE THEIR JOBS AND ACCEPT ANOTHER POSITION THROUGH THE AGENCY, AND RACIAL AND RELIGIOUS DISCRIMINATION. SOMETIMES AGENCIES PLACE APPLICANTS IN ONE OF SIX CATEGORIES INDICATING THEIR DEPENDENCE ON THE AGENCY: RECRUITED, AD-CURIOUS, SHOPPER, EFFICIENT, FRUSTRATED, AND DESPERATE. A SAMPLE INTERVIEW IS APPENDED. (9C)
ERIC: ED054300 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-188154, MF $.95, SEE CATALOG FOR HARD COPY PRICE)

3619 PASTER (BRICK AND TILE) 773.884: TILE PLACER (BRICK AND TILE) 573.687: TILE SORTER (BRICK AND TILE) 573.887 -- TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. DEC 57
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 20P.
APTITUDE TESTS, BRICK INDUSTRY, CERAMICS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, UNSKILLED OCCUPATIONS, GATB, GENERAL APTITUDE TEST BATTERY, PASTER, TILE PLACER, TILE SORTER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED061317

3620 A PATH UP FOR WOMEN BANKERS 1977
BUSINESS WEEK, NO.2487, JUNE 13, 1977, P. 105.
BANKS AND BANKING, CAREER DEVELOPMENT, EDUCATION, HUMAN RESOURCE DEVELOPMENT, MANAGEMENT, MANAGEMENT TRAINING, TRAINING AND DEVELOPMENT, WOMEN IN BUSINESS
DESCRIBES A UNIQUE COLLEGE PROGRAM DESIGNED FOR WOMEN WHO NEED DEGREES FOR ADVANCEMENT BEYOND THE MIDDLE MANAGEMENT LEVEL. ITS A THREE-YEAR PROGRAM WITH INTENSIVE INSTITUTES AND SEMINAR WEEKENDS BUT ONE WHICH CAN BE COMPLETED WHILE WORKING FULL-TIME.
MGMT: BWE77F1345

3621 PATHFINDING BEHIND BARS JAN 71
MARSHALL, PATRICIA
MANPOWER:3:1:20-25
ADULT VOCATIONAL EDUCATION, CORRECTIONAL EDUCATION, CORRECTIONAL REHABILITATION, CORRECTIVE INSTITUTIONS, CRIMINALS, EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, PROGRAM EVALUATION, MANPOWER DEVELOPMENT AND TRAINING ACT PROGRAMS, PROGRAMED ACTIVITIES FOR CORRECTIONAL EDUCATION
THIS SPECIAL ISSUE OF MANPOWER IS ENTITLED MAKING PRISON TRAINING WORK. (9M)
ERIC: EJ031970

3622 PATHWAYS TO WORK UNEMPLOYMENT AMONG BLACK TEENAGE FEMALES. 74
WALLACE, PHYLLIS A.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 111P.
COMMUNITY INVOLVEMENT, ECONOMICALLY DISADVANTAGED, EMPLOYER ATTITUDES, FEMALES, GROUP GUIDANCE, JOB DEVELOPMENT, LABOR MARKET, NEGROES, PEER GROUPS, PEER RELATIONSHIP, PSYCHOLOGICAL NEEDS, RACIAL ATTITUDES, RESEARCH PROJECTS, SOCIOECONOMIC INFLUENCES, TEENAGERS, UNEMPLOYMENT, URBAN POPULATION, WORK ATTITUDES, HARC, METROPOLITAN APPLIED RESEARCH CENTER, NEW YORK CITY
AN EXPLORATORY STUDY ON UNEMPLOYMENT AMONG BLACK TEENAGE FEMALES IN TWO URBAN POVERTY NEIGHBORHOODS IN NEW YORK CITY (HARLEM AND BEDFORD-STUYVESANT) WAS CONDUCTED BY THE METROPOLITAN APPLIED RESEARCH CENTER (HARC) DURING 1970-71. THE UNEMPLOYMENT RATE AMONG BLACK TEENAGE FEMALES (16-19 YEARS) HAS RANGED FROM 28.4 PERCENT IN 1954 TO 35.5 PERCENT IN 1971. BLACK TEENAGE FEMALES CONSTITUTE ONE OF THE MOST DISADVANTAGED GROUPS IN THE

(CONT.)
3622 URBAN LABOR MARKET. THE STUDY FOCUSED ON THE SUPPLY ASPECT OF THE MARKET RATHER THAN DEMAND ELEMENTS, ATTEMPTING TO IDENTIFY SOCIOPSYCHOLOGICAL VARIABLES WHICH INFLUENCE THE LABOR MARKET PARTICIPATION OF BLACK TEENAGE FEMALES. THE CENTRAL FINDING IS THAT PEER GROUP SUPPORT AND REINFORCEMENT CAN BE POWERFUL IN COUNTERACTING SOME OF THE NEGATIVE COMMUNITY/HOME INFLUENCES. SOME FACTORS IDENTIFIED AS AFFECTING EMPLOYMENT WERE LACK OF KNOWLEDGE ON HOW TO GET A JOB, LACK OF CHILD-CARE FACILITIES, EFFECT OF PARENTS WORK EXPERIENCE ON TEENAGER WORK ATTITUDES, THE NEED FOR CHANGING EMPLOYER HIRING POLICIES, AND THE LIMITATIONS OF SURVEYS/QUESTIONNAIRES FOR DATA COLLECTION WITH THIS POPULATION GROUP. RECOMMENDATIONS INCLUDE JOB DEVELOPMENT AND PLACEMENT, SUPPORT AND GUIDANCE FOR THE PEER GROUP AND FAMILY, COMMUNITY PARTICIPATION (SCHOOL SYSTEM, DAY CARE, MANPOWER AGENCIES), AND EMPLOYER INVOLVEMENT. (AUTHOR/EA)
ERIC: ED103605 LEXINGTON BOOKS, D. C. HEATH AND CO., 125 SPRING STREET, LEXINGTON, MASSACHUSETTS 02173 ($12.50)

3623 PATRONS, RABBIS, MENTORS-WHATEVER YOU CALL THEM, WOMEN NEED THEM, TOO 1976
THOMPSON, J.
MBA (MASTER IN BUSINESS ADMINISTRATION), VOL.10, NO.2, FEB 1976, P. 26-27+.
AFFIRMATIVE ACTION, CAREER DEVELOPMENT, DISCRIMINATION, EQUAL EMPLOYMENT OPPORTUNITY, HUMAN RESOURCE DEVELOPMENT, JOB ADVANCEMENT, MANAGEMENT, MINORITIES, MOTIVATION, UPPER MANAGEMENT, WOMEN IN BUSINESS
A JOB SPONSOR OR MENTOR, CAN BE MOST HELPFUL IN PROMOTING A WOMANS CAREER AND MAY BE FOUND IN A BOSS OR OTHER EXECUTIVE WITHIN THE COMPANY. HE (OR SHE) SHOULD APPRECIATE THE WOMANS POTENTIAL, NOT BE AFRAID SHE MIGHT SHOW MORE TALENT THAN HE, AND BE FLEXIBLE.
MGMT: MBA7600026

3624 PATTERNMAKER, METAL (FOUND.) 5-17.010: PATTERNMAKER, WOOD (FOUND.) 5-17.020--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. OCT 58
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, METAL WORKING OCCUPATIONS, NORMS, OCCUPATIONAL GUIDANCE, PATTERNMAKING, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, WOODWORKING, GATB, GENERAL APTITUDE TEST BATTERY, PATTERNMAKER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS ALSO INCLUDED. (AG)
ERIC: ED061336

3625 PATTERNS OF ATTENDANCE IN ADULT NIGHT SCHOOL COURSES. 66
NEYLAN, MARGARET S.:VERNER, COOLIE
ACADEMIC EDUCATION, ADULT DROPOUTS, ADULT VOCATIONAL EDUCATION, ATTENDANCE PATTERNS, EVENING CLASSES, INVESTIGATIONS, MOTIVATION, PROGRAM CONTENT, PROGRAM LENGTH, PUBLIC SCHOOL ADULT EDUCATION, TABLES (DATA), BRITISH COLUMBIA, CANADA
A STUDY WAS MADE OF ATTENDANCE IN ADULT EVENING CLASSES IN A BRITISH COLUMBIA URBAN SCHOOL. CLASS RECORDS FROM THE YEAR 1963-64 WERE STUDIED, THE 266 COURSES (WITH 5240 REGISTRANTS) VARYING IN LENGTH AND SUBJECT CONTENT. SUBJECT CATEGORIES WERE -- ACADEMIC (33 SESSIONS LONG), A REPLICATION OF A PREADULT LEARNING SITUATION, WHICH PROVIDED CREDIT TOWARD A HIGH SCHOOL DIPLOMA, VOCATIONAL (10 OR 20 SESSIONS), AND GENERAL (MOSTLY 10 SESSIONS). THE MEAN PERCENTAGE LOSS IN ATTENDANCE WAS 30 PERCENT, ACADEMIC COURSES DECLINING FROM 95 TO 47 PERCENT, VOCATIONAL FROM 91 TO 55 PERCENT, AND GENERAL COURSES FROM 92 TO 71 PERCENT. DATA SUGGEST THAT COURSE CONTENT HAS A DIRECT RELATIONSHIP TO MOTIVATION. COURSES FROM WHICH IMMEDIATE BENEFIT IS GAINED ARE BEST ATTENDED. AS A COURSE LENGTHENS BEYOND 10 SESSIONS, LOSS IN ATTENDANCE ACCELERATES, THE RATE OF LOSS VARYING WITH THE TYPE OF COURSE. ALTHOUGH THE DATA PROVIDE NO MEASURE OF THE INFLUENCE ON ATTENDANCE OF THE INSTRUCTIONAL PROCESS, THE VERY POOR PATTERN OF ATTENDANCE IN ACADEMIC COURSES INDICATES THE NEED FOR MAJOR CHANGES. EQUIVALENCY COURSES FOR ADULTS NEED TO BE DESIGNED SPECIFICALLY FOR THEM, INSTEAD OF DUPLICATING DAY PREADULT PROGRAMS. TABLES SHOW ATTENDANCE BY COURSES AND SUBJECT AREAS. THIS ARTICLE WAS PUBLISHED IN CANADIAN EDUCATION AND RESEARCH DIGEST, SEPTEMBER 1966. (LY)
ERIC: ED011623

3626 PATTERNS OF MIGRATION FROM METROPOLITAN TO NONMETROPOLITAN AREAS CHANGING ECOLOGICAL FACTORS AFFECTING FAMILY MOBILITY SEP 71
KIRSCHENBAUM, ALAN
RURAL SOCIOLOGY:36:3:315-25
ACADEMIC ACHIEVEMENT, ADULTS, CAUCASIANS, ECOLOGICAL FACTORS, EMPLOYMENT OPPORTUNITIES, HEADS OF HOUSEHOLDS, MIGRATION PATTERNS, OCCUPATIONS, RURAL YOUTH, URBAN YOUTH
ERIC: EJ043935

3627 PAULO FREIRE AND THE MAIDEN CITY MAR 75
ENRIGHT, CARMEL
ADULT EDUCATION (LONDON):47:6:352-6
ADULT LITERACY, ADULT EDUCATION PROGRAMS, ADULT BASIC EDUCATION, PROGRAM DESCRIPTIONS, TEACHING METHODS, LITERACY EDUCATION, FOREIGN COUNTRIES, FREIRE (PAULO), GREAT BRITAIN
THE ADULT LITERACY SCHEME INTRODUCED AT THE NEW UNIVERSITY OF ULSTER, LONDONDERRY, DRAWS HEAVILY ON THE PRACTICE OF PAULO FREIRE AND HIS USE OF SOCIALLY CHARGED WORDS. (AUTHOR/MW)
ERIC: EJ116998

3628 THE PAY ENIGMA AND THE NEW BARGAINING OUTCOME 1977
MORRELL, J.
ACCOUNTANCY, VOL.88, NO.1008, AUG 1977, P. 26.
ECONOMICS, IMF, INFLATION, LABOR FORCE, MONEY SUPPLY, UNEMPLOYMENT
INSPITE OF TWO YEARS OF HARDSHIP UNDER WAGE RESTRAINT, THE PRICES HAVE CONTINUED TO RISE RAPIDLY. THIS LEADS MANY LABOR UNIONS TO CONCLUDE THAT WAGE INCREASES DO NOT CONSTITUTE PRICE INFLATION, MEANING THE NEXT ROUND OF WAGE INCREASE COULD BE SUBSTANTIAL.
MGMT: ACC77M0026

3629 THE PAY-OFF TO JOB SEARCH THE EXPERIENCE OF WIN TERMINEES. FINAL REPORT. 14 JUN 74
PACIFIC TRAINING AND TECHNICAL ASSISTANCE CORP., BERKELEY, CALIF. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 56P.
ADULT EDUCATION, EMPLOYMENT COUNSELORS, EMPLOYMENT EXPERIENCE, EMPLOYMENT LEVEL, EMPLOYMENT PROGRAMS, EMPLOYMENT SERVICES, JOB ANALYSIS, JOB APPLICANTS, JOB PLACEMENT, JOB TENURE, LABOR FORCE, PROGRAM EVALUATION, TABLES (DATA), JOB SEARCH, WIN, WORK INCENTIVE PROGRAM
THE DOCUMENT REPORTS ON A STUDY TO DETERMINE WHICH JOB SEARCH MEDIA ARE MOST EFFECTIVE FOR WORK INCENTIVE PROGRAM (WIN) CLIENTELE AND, IN PARTICULAR, WHETHER JOB PLACEMENT SERVICES ASSOCIATED WITH WIN PROGRAM STRUCTURES ARE SUPERIOR IN PAY-OFF TO OTHER SEARCH MEDIA. FOLLOWING THE INTRODUCTION, WHICH SUMMARIZES THE FINDINGS, THERE ARE FOUR CHAPTERS (1) A DESCRIPTION AND ANALYSIS OF LABOR FORCE ATTACHMENT; (2) A DESCRIPTION OF JOB SEARCH ACTIVITIES AND PAY-OFF; (3) AN ANALYSIS OF JOB SEARCH PAY-OFFS; AND (4) A RETROSPECTIVE IMPACT EVALUATION OF WIN I. DATA ON CURRENT LABOR FORCE STATUS, OBSTACLES TO EMPLOYMENT, RECENT EMPLOYMENT, SEARCH PATTERNS, COMPARISONS OF SEARCH PATTERNS, DETERMINANTS OF JOB STATUS, WEEKLY WAGES, JOB TENURE, AND EXPECTED EARNINGS ARE TABULATED AND DISCUSSED. FINDINGS ARE REPORTED RELATING TO THE PARTICIPATION OF WIN TERMINEES IN THE LABOR MARKET AND JOB SEARCH CHARACTERISTICS OF WIN TERMINEES. (NM)
ERIC: ED099434

3630 PAYROLL TAXES CONTROLS 1974
CPA JOURNAL, VOL.44, NO.12, DECEMBER 1974, P. 66-68.
ABSENTEEISM, DISCRIMINATION, HIRING, LAW, RECRUITMENT, SOCIAL SECURITY, TAX EXEMPTION, TAX LAW, TURNOVER, WAGES, WOMEN IN BUSINESS, WORKING CONDITIONS
DISCUSSES THE IMPACT OF THE EQUAL RIGHTS AMENDMENT ON WOMENS HOURS AND WAGES AS WELL AS A VARIETY OF OTHER TOPICS RELATING TO PAYROLL TAXES.
MGMT: CPA74L0066

3631 PAYROLLS CONTINUE ON THE UPBEAT 1975
BUSINESS WEEK, NO.2389, JULY 14, 1975, P. 102.
EARNINGS, ECONOMICS, FINANCE, INCOME, JOB DEVELOPMENT, MANUFACTURING, PAYROLL, PRICE STRUCTURE, RECESSION, UNEMPLOYMENT
FACTORS LEADING TO PERSONAL INCOME RISE IN APRIL INCLUDE PUBLIC SERVICE JOB OPPORTUNITIES, TRANSFER PAYMENTS AND FARM PRICE UPTURN.
MGMT: BWE75G1402

3632 PENDING YOUTH EMPLOYMENT AND TRAINING LEGISLATION MAY 77
HARRIS, ROBERT C.
AMERICAN VOCATIONAL JOURNAL:52:5:21-23
VOCATIONAL EDUCATION, YOUTH EMPLOYMENT, JOB TRAINING, FEDERAL LEGISLATION, EMPLOYMENT PROBLEMS, EDUCATIONAL LEGISLATION, POST SECONDARY EDUCATION, TEACHER RESPONSIBILITY, SECONDARY EDUCATION
THE AUTHOR SUPPLIES A DETAILED EXPLANATION OF SIX YOUTH EMPLOYMENT AND TRAINING BILLS BEFORE CONGRESS IN 1977, DISCUSSES THEIR IMPLICATIONS FOR VOCATIONAL-TECHNICAL EDUCATORS, AND STATES THE CHALLENGE. (EDITOR/MD)
ERIC: EJ160096

3633 PENSION PROVISIONS AFFECTING THE EMPLOYMENT OF OLDER WORKERS APR 73
DAVIS, HARRY E.
MONTHLY LABOR REVIEW:96:4:41-45
BIAS, ECONOMIC FACTORS, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PRACTICES, LABOR FORCE, MIDDLE AGED, OLDER ADULTS, RETIREMENT, PENSION PLAN
RETIREMENT PROVISIONS MAY FORCE OLDER WORKERS OUT OF THE LABOR FORCE OR RESTRICT THEIR EMPLOYMENT OPPORTUNITIES. (EDITOR)
ERIC: EJ076120

3634 PEOPLE AT WORK 1974
PERSONNEL, VOL.51, NO.6, NOV-DEC 1974, P. 4-7.
BONUS, COMPENSATION, CREATIVITY, DISCRIMINATION, JOB CLASSIFICATION, JOB DEVELOPMENT,

(CONT.)
3634 MANAGEMENT, MOTIVATION, PARTICIPATIVE MANAGEMENT, PERSONNEL MANAGEMENT, SAFETY, SCHEDULING, SUPERIOR SUBORDINATE RELATIONSHIP, SUPERIORSUBORDINATE RELATIONSHIP, WOMEN IN BUSINESS
DISCUSSES VARIOUS MATTERS RELATING TO PERSONNEL MANAGEMENT INCLUDING SAFETY, CREATIVE EMPLOYEES, JOB ENRICHMENT AND PAY SCALES.
MGMT: PER74K0004

3635 THE PEOPLE LEFT BEHIND, A REPORT BY THE PRESIDENTS NATIONAL ADVISORY COMMISSION ON RURAL POVERTY. SEP67
BREATHITT, EDWARD T.
NATIONAL ADVISORY COMMISSION ON RURAL POVERTY, WASHINGTON, D.C.
NOTES: 167P.
COMMUNITY, COMMUNITY DEVELOPMENT, DEPRESSED AREAS (GEOGRAPHIC), DEVELOPMENT, ECONOMICALLY DISADVANTAGED, ECONOMIC DISADVANTAGEMENT, FAMILY PLANNING, GOVERNMENT ROLE, HEALTH NEEDS, HEALTH SERVICES, HOUSING, JOBS, LOW INCOME, MANPOWER DEVELOPMENT, MANPOWER UTILIZATION, NATURAL RESOURCES, OPPORTUNITIES, ORGANIZATION, RURAL AREAS, RURAL DEVELOPMENT, RURAL EDUCATION, RURAL POPULATION, UNEMPLOYMENT, WELFARE SERVICES
OUR NATION IS PLAGUED WITH RURAL POVERTY EXTENDING THROUGH MOST AREAS OF OUR COUNTRY AND ENCOMPASSING SOME 14 MILLION RURAL PERSONS. THIS TOTAL NUMBER WOULD BE EVEN LARGER IF SO MANY RURAL PERSONS HAD NOT MIGRATED INTO THE URBAN AREAS OF OUR COUNTRY. THE RURAL POOR POPULATION IS CHARACTERIZED BY--LOW INCOME, A HIGHER UNEMPLOYMENT RATE (4 PERCENT NATIONALLY AND 10 PERCENT FOR RURAL AREAS), LOW EDUCATIONAL ATTAINMENT, POOR HOUSING, HUNGER, MALNUTRITION, AND A HIGHER INFANT MORTALITY RATE THAN AMONG THE LEAST PRIVILEGED GROUP IN URBAN AREAS. THE PRESIDENTS NATIONAL ADVISORY COMMISSION ON RURAL POVERTY HAS CHARTED A COURSE TO ELIMINATE RURAL POVERTY, AS NOTED IN THE FOLLOWING RECOMMENDATIONS--(1) THE U.S. SHOULD ADOPT AND EFFECT A POLICY OF EQUAL OPPORTUNITY FOR ALL PEOPLE, (2) THE NATIONAL POLICY OF FULL EMPLOYMENT, INAUGURATED IN 1946, SHOULD BE MADE EFFECTIVE, (3) OUR FEDERAL GOVERNMENT SHOULD ASSURE ALL PEOPLE ENOUGH INCOME FOR A DECENT LIVING, (4) MANPOWER POLICIES AND PROGRAMS SHOULD BE REVAMPED, (5) RURAL EDUCATION SHOULD BE IMPROVED, (6) BETTER HEALTH SERVICES WITH FAMILY PLANNING SHOULD BE PROVIDED, (7) AN IMPROVEMENT SHOULD BE MADE IN RURAL HOUSING, AND (8) MULTICOUNTY DISTRICTS SHOULD BE FORMED TO PLAN COOPERATIVELY AND COORDINATE PROGRAMS FOR ECONOMIC DEVELOPMENT. THIS BOOK IS AVAILABLE FOR $1.00 FROM THE SUPERINTENDENT OF DOCUMENTS, GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C., 20402. (ES)
ERIC: ED016543

3636 THE PEOPLE LEFT BEHIND: SEMINAR ON MANPOWER POLICY AND PROGRAM. AUG 68
BISHOP, C.E.
NOTES: 31P.
CONFERENCE REPORTS, DISADVANTAGED GROUPS, EDUCATIONAL NEEDS, FEDERAL PROGRAMS, FINANCIAL NEEDS, MIGRATION, RURAL ECONOMICS, RURAL ENVIRONMENT, RURAL RESETTLEMENT, RURAL URBAN DIFFERENCES, SPEECHES, MANPOWER ADMINISTRATION, SEMINAR ON MANPOWER POLICY AND PROGRAM, U.S. DEPARTMENT OF LABOR
THE NATIONAL ADVISORY COMMISSION ON RURAL POVERTY WAS CHARGED WITH THE FOLLOWING RESPONSIBILITIES (1) TO MAKE A COMPREHENSIVE STUDY AND APPRAISAL OF THE CURRENT ECONOMIC SITUATIONS AND TRENDS IN AMERICAN RURAL LIFE, (2) TO EVALUATE THE MEANS BY WHICH EXISTING PROGRAMS, POLICIES, AND ACTIVITIES RELATING TO THE ECONOMIC STATUS AND COMMUNITY WELFARE OF RURAL PEOPLE MAY BE COORDINATED, AND (3) TO DEVELOP RECOMMENDATIONS FOR ACTION BY LOCAL, STATE, AND FEDERAL GOVERNMENTS. THE COMMISSION ESTIMATED THAT IN 1965 THERE WERE 14 MILLION PEOPLE LIVING IN RURAL AREAS OF THE UNITED STATES WHO WERE UNABLE TO PURCHASE OUT OF CURRENT INCOME THE GOODS AND SERVICES NEEDED TO PROVIDE A REASONABLE LEVEL OF LIVING. APPROXIMATELY 10 MILLION OF THESE LIVED IN NONFARM RESIDENCES, AND 4 MILLION LIVED ON FARMS. ALTHOUGH THE PERCENTAGE OF NON-WHITES WHO WERE POOR WAS GREATER THAN THAT OF WHITES, 11 MILLION OF THE 14 MILLION RURAL POOR WERE WHITE. THE COMMISSION ALSO REPORTED THAT RURAL AMERICAS NEEDS ARE SO COMPLEX THAT NO SINGLE CONCEPT OF POVERTY IS UNIVERSALLY APPLICABLE. (CH)
AIM/ARM: VT002039

3637 PEPING UP LOCAL EMPLOYMENT AND SERVICES APR 72
AUN, EMIL MICHAEL
MANPOWER;4;4;3-8
EMPLOYMENT PROGRAMS, FEDERAL PROGRAMS, GOVERNMENT EMPLOYEES, LOCAL GOVERNMENT, MANPOWER UTILIZATION, STATE GOVERNMENT, UNDEREMPLOYED, UNEMPLOYED, EMERGENCY EMPLOYMENT ACT, PUBLIC EMPLOYMENT PROGRAMS, PEP
PUBLIC EMPLOYMENT PROGRAM ADDS VARIETY OF WORKERS TO GOVERNMENT PAYROLLS. (EDITOR)
ERIC: EJ054461

3638 PERCEIVED IMPORTANCE OF SELECTED VARIABLES USED TO EVALUATE MALE AND FEMALE JOB APPLICANTS AUT 73
CECIL, EARL A.;AND OTHERS
PERSONNEL PSYCHOLOGY;26;3;397-404
PERCEPTION, JOB APPLICANTS, MALES, FEMALES, EMPLOYMENT QUALIFICATIONS, EVALUATIVE THINKING, SEX DISCRIMINATION, TABLES (DATA), FACTOR ANALYSIS, PREDICTOR VARIABLES
THE PRESENT STUDY REPRESENTS AN ATTEMPT TO IDENTIFY THE QUALITIES PERCEIVED TO BE IMPORTANT FOR MALE AND FEMALE APPLICANTS FOR THE SAME JOB. (AUTHOR)
ERIC: EJ083858

3639 PERCEIVED INFLUENCE OF SELECTED GROUPS ON EDUCATIONAL AND OCCUPATIONAL PLANS OF NON-METROPOLITAN YOUTH. 69
HARTMAN, JOHN J.
NOTES: 22P.; PAPER PRESENTED AT THE RURAL SOCIOLOGICAL SOCIETY MEETING (SAN FRANCISCO, CALIFORNIA, AUGUST 28-31, 1969)
COLLEGE BOUND STUDENTS, COMPARATIVE ANALYSIS, COUNSELORS, EDUCATIONAL PLANNING, NONCOLLEGE PREPARATORY STUDENTS, OCCUPATIONAL CHOICE, PARENTS, PEER GROUPS, PERCEPTION, RURAL YOUTH, SENIORS
A QUESTIONNAIRE WAS ADMINISTERED IN THE SPRING TO 830 RURAL IOWA HIGH SCHOOL MALES TO DETERMINE THE PERCEIVED INFLUENCE OF 4 SELECTED GROUPS ON THEIR EDUCATIONAL AND OCCUPATIONAL PLANS. PREVIOUS RESEARCH STUDIES HAVE SHOWN THAT RESIDENCE (FARM-NONFARM) IS AN IMPORTANT FACTOR IN A YOUTHS VOCATIONAL-EDUCATIONAL DECISION. STATISTICAL COMPARISONS WERE MADE ON THE MEAN RESPONSES OF THE 394 STUDENTS WHO PLANNED TO ATTEND COLLEGE AND THE 436 WHO PLANNED NOT TO ATTEND COLLEGE THE FOLLOWING FALL USING T-TESTS. DATA WERE ANALYZED TO COMPARE THE COLLEGE AND NON-COLLEGE GROUPS ON THE PERCEIVED INFLUENCE EXERTED BY PARENTS, FRIENDS, COUNSELORS, AND OTHER ADULTS. THE RESULTS INDICATE THAT THE COLLEGE BOUND PERCEIVED SIGNIFICANTLY MORE INFLUENCE FROM ALL SOURCES THAN DID THE NON-COLLEGE BOUND IN THEIR EDUCATIONAL PLANS. THE SIGNIFICANCE BETWEEN THE GROUPS WAS NOT AS PRONOUNCED IN THE OCCUPATIONAL PLANS. TABLES GIVE T-TEST RESULTS AND A BREAKDOWN OF RESPONSES TO THE QUESTIONNAIRE. (DB)
ERIC: ED031359

3640 PERFORMANCE APPRAISALS AND MANAGEMENT DEVELOPMENT: A SYSTEMS APPROACH 1976
WINSTANLEY, N.B.
CONFERENCE BOARD RECORD, VOL.13, NO.3, MARCH 1976, P. 55-59.
MANAGEMENT, MANAGEMENT DEVELOPMENT, PERFORMANCE APPRAISAL, PLANNING, SUPERIOR SUBORDINATE RELATIONSHIP, SYSTEMS, TRAINING AND DEVELOPMENT
APPROACHES PERFORMANCE APPRAISALS WITH A COMPLETE BEFORE- AND-AFTER ANALYSIS AIMED AT COLLECTING A COMPREHENSIVE PICTURE OF TALENTS AND ABILITIES TO BE USED IN MANPOWER PLANNING.
MGMT: CB076C0055

3641 A PERFORMANCE MEASUREMENT FEASIBILITY STUDY IMPLICATIONS FOR MANPOWER POLICY. SEP 74
SCHMIDT, FRANK L.;AND OTHERS
MICHIGAN STATE UNIV., EAST LANSING. DEPT. OF PSYCHOLOGY. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
CONTRACT NO. DL-82-17-71-48
NOTES: 242P.
ACHIEVEMENT TESTS, APPRENTICESHIPS, CERTIFICATION, EMPLOYMENT QUALIFICATIONS, FEASIBILITY STUDIES, GROUP TESTS, JOB SKILLS, MANPOWER DEVELOPMENT, METAL WORKING OCCUPATIONS, PERFORMANCE TESTS, PERSONNEL EVALUATION, PERSONNEL SELECTION, SCORING, SKILLED OCCUPATIONS, TECHNICAL OCCUPATIONS, TEST BIAS, TEST CONSTRUCTION, TESTING, TEST RELIABILITY, TEST VALIDITY
UTILIZING EIGHT APPRENTICES IN THE MENTALS TRADES, THIS STUDY EMPIRICALLY EVALUATED A NUMBER OF TECHNIQUES DESIGNED TO PRODUCE PERFORMANCE TESTS THAT ARE ECONOMICALLY FEASIBLE, RELIABLE, CONTENT-VALID, AND LESS DISADVANTAGEOUS TO MINORITY GROUP MEMBERS THAN PAPER-AND-PENCIL MEASURES. THE FINAL TEST WAS ECONOMICALLY FEASIBLE, RELIABLE WITH RESPECT TO INTERSCORER AGREEMENT AND INTERNAL CONSISTENCY, AND CONTENT VALID. IN ADDITION, PERFORMANCE TEST TOTAL SCORES SHOWED SUBSTANTIALLY SMALLER MAJORITY/MINORITY DIFFERENCES THAN DID PAPER-AND-PENCIL TESTS. AN ADEQUATE TEST OF PERFORMANCE TEST SCORE STABILITY OVER TIME, HOWEVER, WAS PRECLUDED BY PRACTICAL PROBLEMS. AN ADDITIONAL STUDY WAS RECOMMENDED TO ADDRESS THE QUESTION OF TEMPORAL STABILITY. IMPLICATIONS FOR MANPOWER POLICY, ESPECIALLY IN THE AREAS OF OCCUPATIONAL LICENSURE AND APPRENTICESHIP TRAINING, WERE DISCUSSED. (NTIS/BH)
ERIC: ED128421 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22161 (PB-240-809, MF $2.25, MC $7.50)

3642 PERFORMANCE REWARDS FOR SERVICES TO THE EMPLOYABLE POOR A PROPOSED INCENTIVE PAY SYSTEM FOR CALIFORNIA JOB AGENTS. JUN 72
BLACKWELL, F.W., AND OTHERS
RAND CORP., SANTA MONICA, CALIF. CALIFORNIA STATE DEPT. OF HUMAN RESOURCES DEVELOPMENT, SAN JOSE.
CONTRACT NO. 111
EMPLOYMENT PROGRAMS, STATE PROGRAMS, IMPROVEMENT PROGRAMS, DISADVANTAGED GROUPS, INCENTIVE SYSTEMS, JOB PLACEMENT, UNEMPLOYED, EMPLOYMENT OPPORTUNITIES, MERIT RATING PROGRAMS, MERIT PAY, MOTIVATION, EMPLOYMENT SERVICES, EMPLOYMENT COUNSELORS, JOB AGENTS
THIS REPORT PRESENTS THE RATIONALE, METHODOLOGY, FINDINGS, AND CONCLUSIONS OF A STATE-INITIATED PROGRAM TO ASSIST DISADVANTAGED PERSONS IN FINDING AND MAINTAINING STABLE JOBS. CONDUCTED UNDER THE DIRECTION OF THE CALIFORNIA STATE DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT (HRD), THIS INCENTIVE-BASED SYSTEM UTILIZES JOB AGENTS WHO ARE REWARDED ACCORDING TO IMPROVEMENTS IN CLIENTS EARNINGS BROUGHT ABOUT BY THEIR SERVICES. FURTHER, INCENTIVE PAY POINTS ARE RECEIVED BY THE JOB AGENT AT THE TIME CLIENTS ARE PLACED AND AGAIN ONE YEAR AFTER PLACEMENT. THE NUMBER OF PAY POINTS WILL DEPEND ON THE EXTENT TO WHICH THE JOB AGENT EXCEEDS THE ORIGINAL GOALS ESTABLISHED FOR THE CLIENT. IN ADDITION TO THE INCENTIVE FEATURE, THE SYSTEM ALSO PROVIDES MANAGEMENT WITH THE MEANS FOR MAKING INFERENTIAL JUDGEMENTS OF WHAT ATTRIBUTES SUCCESSFUL JOB AGENTS POSSESS. THE METHODOLOGY USED TO DEVELOP THE INCENTIVE PAY SYSTEM CAN BE USED TO EVALUATE THE EFFECTIVENESS OF A VARIETY OF MANPOWER PROGRAMS. (AUTHOR/SN)
AIM/ARM: VT019696 THE RAND CORP., 1700 MAIN STREET, SANTA MONICA, CA 90406 (CATALOG

(CONT.)
3642 NO. R-1028-HRD, $4.00)

3643 PERFORMANCE TESTS THEIR CONCEPTION, ELABORATION, AND FORMULATION. SECOND EDITION. 21 FEB 74
ALVIR, HOWARD P.
FILMS, ALBANY, N.Y.
NOTES: 49P.
COMPUTER ORIENTED PROGRAMS, COURSE OBJECTIVES, CRITERION REFERENCED TESTS, CURRICULUM DESIGN, ITEM BANKS, NURSING, PERFORMANCE TESTS, SYSTEMS DEVELOPMENT, TEST CONSTRUCTION, VOCATIONAL EDUCATION, CISNE, COMPUTERIZED INFORMATION SYSTEM NURSING EDUCATORS
THIS DOCUMENT DEFINES PERFORMANCE TESTING AS THE TASK OF DETERMINING HOW WELL PERFORMANCE OBJECTIVES ARE MASTERED BY LEARNERS. EXAMPLES ARE PROVIDED FOR TEACHERS WHO HAVE TO CONDUCT PERFORMANCE TESTING WITH INDUSTRIAL STANDARDS. STRESS IS LAID ON COMMUNICATING AND EXCHANGING MATERIALS WITH COLLEAGUES. A REPORTING FORM IS INCLUDED WHICH SHOWS HOW INPUT MATERIAL CAN BE ENTERED INTO A CISNE (COMPUTERIZED INFORMATION SYSTEM FOR NURSING EDUCATORS). THIS COMPUTERIZED CURRICULUM PACKAGE HAS IMPLICATIONS FOR BOTH STATE SYLLABI AND FOR INDIVIDUAL TEACHERS. EXAMPLES ARE GIVEN OF HOW THIS CAN BE DONE FROM A TECHNOLOGICAL POINT OF VIEW WHICH APPLIES BEHAVIORAL OBJECTIVE AND CRITERION-REFERENCE TESTING THEORY. FLOWCHARTS ARE PRESENTED WHICH SUM UP THESE OPERATIONS OF CISNE. SINCE CISNE CAN PRODUCE MODULES, EXAMPLES ARE GIVEN OF THE VARIOUS COMPONENTS OF THESE MODULES. (AUTHOR)
ERIC: ED095222

3644 PERMANENT PART TIME EMPLOYMENT AN INTERPRETIVE REVIEW FEB 76
NOLLEN, STANLEY D.;EDDY, BRENDA B.;MARTIN, VIRGINIA H.;MONROE, DOUGLAS
GEORGETOWN UNIV., WASHINGTON, D.C. SCHOOL OF BUSINESS ADMINISTRATION, EMPLOYMENT AND TRAINING ADMINISTRATION, WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DL-21-11-75-16
NOTES: FINAL REPT. 64P
EMPLOYMENT, ECONOMIC SURVEYS, ATTITUDE SURVEYS, REVIEWS, PART TIME EMPLOYMENT, MANAGERS, EMPLOYER ATTITUDES, NTISLABPEU
THE EXTENT AND PATTERNS OF USAGE OF PART TIME EMPLOYMENT IN THE U.S. ARE SUMMARIZED FIRST IN THIS LITERATURE REVIEW. SECOND, 65 STUDIES ARE REVIEWED, FOCUSSING ON THE EMPLOYERS PERSPECTIVE. AREAS INCLUDED ARE THE BENEFITS AND COSTS OF PERMANENT PART TIME EMPLOYMENT, THE SUPPLY OF PART TIME WORKERS, ORGANIZATIONAL ISSUES, EXTERNAL CONSTRAINTS AND INCENTIVES AND SOCIAL FORCES BEARING ON EMPLOYERS, ATTITUDES OF EMPLOYERS TOWARD PART TIME EMPLOYMENT, AND REASONS WHY THEY USE OR DO NOT USE PERMANENT PART TIME WORKERS.
NTIS: PB-268 391/0ST NTIS PRICES PC A03/MF A01

3645 THE PERSISTENCE OF THE DISCOURAGED WORKER EFFECT JAN 74
SCHWEITZER, STUART O.;SMITH, RALPH E.
INDUSTRIAL AND LABOR RELATIONS REVIEW;27:2;249-260
LABOR FORCE NONPARTICIPANTS, UNEMPLOYED, WORK ATTITUDES, UNEMPLOYMENT, WITHDRAWAL TENDENCIES (PSYCHOLOGY), LABOR FORCE, OCCUPATIONAL SURVEYS, TABLES (DATA), STATISTICAL ANALYSIS, BEHAVIOR PATTERNS
THE DISCOURAGED WORKER EFFECT HYPOTHESIZES THAT THE EXPERIENCE OF UNSUCCESSFUL JOB SEARCH INCREASES THE PROPENSITY TO WITHDRAW FROM THE LABOR FORCE BOTH IMMEDIATELY AND IN SUBSEQUENT YEARS. THE STATISTICAL ANALYSES DONE HERE SUGGEST THAT THE COST OF UNEMPLOYMENT DOES PERSIST OVER TIME. (AUTHOR/DS)
ERIC: EJ090918

3646 PERSISTERS AND DROPOUTS IN THE CANADA MANPOWER TRAINING PROGRAM SPR 75
TRUESDELL, L. R.
ADULT EDUCATION;25:3:149-60
DROPOUT PROBLEMS, DROPOUT RESEARCH, ADULT EDUCATION PROGRAMS, DROPOUT CHARACTERISTICS, FOREIGN COUNTRIES, ADULT EDUCATION, DROPOUTS, MULTIPLE REGRESSION ANALYSIS, STATISTICAL ANALYSIS, CANADA MANPOWER TRAINING PROGRAM, CANADA, MANPOWER PROGRAMS
THE PAPER UNDERTAKES AN EXHAUSTIVE TREATMENT OF THE SUBJECT OF DISCONTINUATION AS IT RELATES TO THE CANADA MANPOWER TRAINING PROGRAM. THE RESULTS REVEALED THAT DISCONTINUATION WAS DETERMINED BY PLACE OF RESIDENCE, THE JOB AN INDIVIDUAL HOLDS, HIS ATTITUDE TOWARDS THE COURSE, GENERAL ECONOMIC CONDITIONS, AND HIS PERSONAL CHARACTERISTICS. (AUTHOR/3P)
ERIC: EJ117103

3647 PERSONAL AND BEHAVIORAL FACTORS AFFECTING THE SUPPLY OF THE SELF EMPLOYED. 69
SYNCER, JACK HOWARD
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 185P.; PH.D. DISSERTATION, UNIVERSITY OF WISCONSIN
ADMINISTRATIVE PERSONNEL, DOCTORAL THESES, EMPLOYMENT PRACTICES, INDIVIDUAL CHARACTERISTICS, JOB SATISFACTION, LABOR SUPPLY, MANAGEMENT, MANAGERIAL OCCUPATIONS, RETRAINING, SELF ESTEEM, SUCCESS FACTORS, VOCATIONAL ADJUSTMENT, SELF EMPLOYED
THE PURPOSES OF THIS STUDY WERE TO IDENTIFY FACTORS DIFFERENTIATING SELF-EMPLOYED RETAIL MANAGERS WHO STARTED THEIR BUSINESS FROM THOSE WHO BOUGHT THEIR BUSINESS; TO IDENTIFY FACTORS DIFFERENTIATING SELF-EMPLOYED RETAIL MANAGERS FROM ALL RETAIL MANAGERS; AND TO DEVELOP A SUPPLY FUNCTION TO PREDICT THE NUMBER OF SELF-EMPLOYED FROM THE TOTAL POPULATION OF RETAIL MANAGERS. FACTORS INVESTIGATED INCLUDED PERSONAL VARIABLES (SUCH AS AGE, SEX, BIRTHPLACE, AND FAMILY DATA) AND BEHAVIORAL VARIABLES (SUCH AS SATISFACTION

(CONT.)
3647 WITH BUSINESS, HOURS WORKED, AND NUMBER OF SOURCES OF BUSINESS INFORMATION). THE SAMPLE CONSISTED OF 200 RANDOMLY SELECTED RETAIL MANAGERS OF MADISON, WISCONSIN, EACH OF WHOM WAS INTERVIEWED PERSONALLY. RESULTS INDICATED THAT THOSE WHO STARTED THEIR OWN BUSINESS HAD GREATER JOB SATISFACTION AND MORE WORK EXPERIENCE THAN THOSE WHO BOUGHT THEIR BUSINESS. IN COMPARING THE SELF-EMPLOYED MANAGER AND ALL RETAIL MANAGERS, THE SELF-EMPLOYED WERE IN THE LABOR FORCE SIGNIFICANTLY LONGER AND THEIR SELF-RELIANCE FACTOR WAS SIGNIFICANTLY GREATER, WHILE THE WAGE AND SALARIED MANAGERS HAD SIGNIFICANTLY LARGER BUSINESS. THE DEVELOPMENT OF A SUPPLY FUNCTION TO ESTIMATE THE NUMBER OF SELF-EMPLOYED MANAGERS WAS ACHIEVED IN A RESTRICTED SENSE. (SC)
ERIC: ED081936 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-193 789, MF $1.45, HC PRICE NOT QUOTED)

3648 PERSONAL CHOICE VERSUS MANPOWER DEMAND OCT 76
LOONEY, ERA F.
AMERICAN VOCATIONAL JOURNAL;51;7;50,52-53
HIGH SCHOOL STUDENTS, MANPOWER NEEDS, OCCUPATIONAL CHOICE, VOCATIONAL EDUCATION, STUDENT ATTITUDES, SECONDARY EDUCATION, STUDENT CENTERED CURRICULUM, EMPLOYMENT OPPORTUNITIES, OCCUPATIONAL GUIDANCE, EDUCATIONAL PHILOSOPHY
STUDENTS IN A WORK ORIENTATION CLASS MADE IT PLAIN THEY WERE MORE CONCERNED WITH THE STATE OF THE ECONOMY AND ITS EFFECT ON JOB OPENINGS THAN ON TAKING TESTS TO FERRET OUT THEIR OCCUPATIONAL INTERESTS. TOPICS RESEARCHED AND DISCUSSED AS A RESULT OF THIS SWITCH IN CLASS PLANS ARE OFFERED FOR THE BENEFIT OF OTHER TEACHERS AND ALSO AS AN INDICATOR OF STUDENT THINKING. (EDITOR/JT)
ERIC: EJ145994

3649 THE PERSONAL EARNINGS DISTRIBUTION INDIVIDUAL AND INSTITUTIONAL DETERMINANTS SEP 74
BLUESTONE, BARRY A.
MICHIGAN UNIV.-WAYNE STATE UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS.
MANPOWER ADMINISTRATION, WASHINGTON, D.C.
GRANT NO. DL-91-24-70-51
NOTES: FINAL REPT. 1 JUL 70-31 OCT 73 430P
EARNINGS, LABOR FORCE, NTISLABROU
THE STUDY INVESTIGATES THE DETERMINANTS OF THE EARNINGS DISTRIBUTION IN THE U.S. PAYING PARTICULAR ATTENTION TO THE LESS-SKILLED SEGMENT OF THE WORKFORCE. A GENERAL EARNINGS THEORY IS PROPOSED WHICH HAS ELEMENTS OF HUMAN CAPITAL THEORY, INSTITUTIONAL HYPOTHESES, AND RADICAL STRATIFICATION ANALYSIS. MUCH ATTENTION IS PAID TO TESTING THE CROWDING HYPOTHESIS THAT WORKERS RESTRICTED TO EMPLOYMENT IN A LIMITED NUMBER OF INDUSTRIES OR OCCUPATIONS WILL BE PAID SUBSTANTIALLY LESS THAN WORKERS WHO ARE NOT SO RESTRICTED. THE REGRESSION RESULTS, BASED ON A LARGE INTEGRATED MICRO-MACRO DATA SET, YIELD EXTENSIVE EVIDENCE OF STRATIFICATION AND INDUSTRY VARIABLES AFFECTING EARNINGS AFTER CONTROLLING FOR DIFFERENCES IN HUMAN CAPITAL. THIS IS ESPECIALLY TRUE AMONG LESS-SKILLED WORKERS. THE RESEARCH INCLUDES BOTH A LITERATURE REVIEW AND EXTENSIVE BIBLIOGRAPHY.
NTIS: PB-233 959/1ST NTIS PRICES PC$11.25/MF$2.25

3650 THE PERSONAL EARNINGS DISTRIBUTION INDIVIDUAL AND INSTITUTIONAL DETERMINANTS. FINAL REPORT FOR THE PERIOD JULY 1, 1970--OCTOBER 31, 1973. SEP 74
BLUESTONE, BARRY A.
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 430P.; PH.D. DISSERTATION, UNIVERSITY OF MICHIGAN
DOCTORAL THESES, ECONOMIC RESEARCH, EMPLOYEES, EMPLOYMENT PROBLEMS, HUMAN RESOURCES, INDUSTRIAL PERSONNEL, INDUSTRY, LABOR FORCE, LABOR MARKET, LABOR UNIONS, LOW INCOME, MANPOWER UTILIZATION, MULTIPLE REGRESSION ANALYSIS, OCCUPATIONAL MOBILITY, RESEARCH METHODOLOGY, SALARY DIFFERENTIALS, THEORIES, UNSKILLED WORKERS, WAGES
THE STUDY INVESTIGATES THE DETERMINANTS OF THE EARNINGS DISTRIBUTION IN THE U.S. PAYING PARTICULAR ATTENTION TO THE LESS-SKILLED SEGMENT OF THE WORKFORCE. A GENERAL EARNINGS THEORY IS PROPOSED WHICH HAS ELEMENTS OF HUMAN CAPITAL THEORY, INSTITUTIONAL HYPOTHESES, AND RADICAL STRATIFICATION ANALYSIS. MUCH ATTENTION IS PAID TO TESTING THE CROWDING HYPOTHESIS THAT WORKERS RESTRICTED TO EMPLOYMENT IN A LIMITED NUMBER OF INDUSTRIES OR OCCUPATIONS WILL BE PAID SUBSTANTIALLY LESS THAN WORKERS WHO ARE NOT SO RESTRICTED. THE REGRESSION RESULTS, BASED ON A LARGE INTEGRATED MICRO-MACRO DATA SET, YIELD EXTENSIVE EVIDENCE OF STRATIFICATION AND INDUSTRY VARIABLES AFFECTING EARNINGS AFTER CONTROLLING FOR DIFFERENCES IN HUMAN CAPITAL. THIS IS ESPECIALLY TRUE AMONG LESS-SKILLED WORKERS. THE RESEARCH INCLUDES BOTH A LITERATURE REVIEW AND EXTENSIVE BIBLIOGRAPHY. (AUTHOR)
ERIC: ED105099 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 ($6.00)

3651 PERSONAL GROWTH AND PROFESSIONAL GROWTH DO THE CHICKEN AND THE EGG BOTH COME FIRST MAR 72
KNOPF, NORTON B.
NOTES: 15P.; PAPER PRESENTED AT THE AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION MEETING, MARCH 25-30, 1972, CHICAGO, ILLINOIS
ADULT EDUCATION, CAREER PLANNING, COUNSELING, GROWTH PATTERNS, HUMAN DEVELOPMENT, INDIVIDUAL DEVELOPMENT, OCCUPATIONAL GUIDANCE, PERSONAL GROWTH, SELF ACTUALIZATION, VOCATIONAL COUNSELING, VOCATIONAL TRAINING CENTERS
THE TITLE OF THIS PAPER IS PERHAPS AMUSING AND PROVOCATIVE, BUT THE EMPHASIS IS UPON A SERIOUS MATTER. THE PAPER IS DIVIDED INTO THREE MAIN SECTIONS. THE FIRST DEFINES THE EDUCATIONAL PROCESS USED IN THE VOCATIONAL COUNSELING INSTITUTE. IT ALSO DISCUSSES THE

(CONT.)
3651 PROBLEMS OF HOW PERSONAL GROWTH AND PROFESSIONAL GROWTH MIGHT BE DEFINED, AND WITH THE OBVIOUS IMPLICATION OF HOW DIFFICULT MEASUREMENT IS FOR THESE TWO CONCEPTS. THE SECOND PART OF THE PAPER IS MORE ANECDOTAL, AND DESCRIBES SOME SUBJECTIVE IMPRESSIONS TO, WITH, AND ABOUT THE TRAINEES. IT ENDS BY QUOTING AT LENGTH FROM A PAPER READ AT AN AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION CONVENTION, AND ASKS A BURNING QUESTION. THE PRIMARY IMPLICATION WAS THAT THE INTERVIEWERS AND COUNSELORS WHO PARTICIPATED IN UNIVERSITY TRAINING MAY ACTUALLY BE WAY AHEAD OF THEIR SUPERVISORS AND MANAGERS, AND EVEN ADMINISTRATORS, IN THE PROCESS OF BECOMING AUTONOMOUS, FULLY-FUNCTIONING PERSONS. (AUTHOR)
ERIC: ED066694

3652 PERSONAL STRATEGY FOR SURVIVAL 1975
ROSS, AUSTIN
VIRGINIA MASON HOSPITAL, SEATTLE, WASH.
PUB. IN MEDICAL GROUP PRACTICE V2 P24-28 MAR-APR 75.
NOTES: 5P
PUBLIC HEALTH, HEALTH MANPOWER, HRP/MCA, HRP/LF, HRP/ZJ, HRPGEO/YNO, HRPOCC/XZ, REPRINTS, MEDICAL GROUP PRACTICE, FORECASTING, STRESS(PSYCHOLOGY), MANAGEMENT, NATIONAL HEALTH INSURANCE, NTISHRANHP
STRESS, SURVIVAL, AND LIFE IN THE YEAR 2000 FOR THE MEDICAL GROUP ADMINISTRATOR IS DISCUSSED. STRESS IS EMPHASIZED AS A POSITIVE INFLUENCE. THE ARTICLE IS NOT CONCERNED ABOUT HOW CLINICS AND CLINIC MANAGERS WILL RESPOND TO A NEW NATIONAL HEALTH INSURANCE PROGRAM, OR ABOUT THE UNIONIZATION OF CLINICS. EMPHASIS IS ON HOW ADAPTABLE MANAGERS COULD EXPECT TO BE IN CIRCUMSTANCES THEY COULD EXPECT TO ENCOUNTER IN THE YEAR 2000. A HYPOTHETICAL EXAMPLE OF A DAY IN THE LIFE OF A CLINIC MANAGER IN THE YEAR 2000 IS PROVIDED. PREPARATION FOR THE SYSTEM CHANGE IMPLIED INVOLVES AN ADAPTATION AND EXPERIMENTATION PROCESS THAT MUST BE IMPLEMENTED WELL IN ADVANCE OF THE DATE. THIS REQUIRES PERSONAL FLEXIBILITY. IN THE YEARS AHEAD, THOSE WHO WILL FLOURISH WILL BE THOSE PERSONS WHO ARE ABLE TO APPRECIATE THE NEED FOR MODIFICATION OF THEIR ATTITUDES TOWARD WORK, LIVING AND LIFE STYLES. DEVELOPMENT OF A NATIONAL HEALTH INSURANCE PROGRAM AND THE PROBLEMS THAT WILL BE ENCOUNTERED ARE CONSIDERED A GOOD TESTING GROUND, TO BE VIEWED AS AN IMPORTANT CHALLENGE AND AN OPPORTUNITY.
NTIS: HRP-0002479/4ST NTIS PRICE NOT AVAILABLE NTIS

3653 THE PERSONNEL FUNCTION IN TRANSITION 1976
BURACK, E.H.; MILLER, E.L.
CALIFORNIA MANAGEMENT REVIEW, VOL.19, NO.3, SPRING 1976, P. 32-38. BIBLIOG. 18
CAREER DEVELOPMENT, CAREER PATH, CONTROL AND PLANNING, DECISION MAKING, EMPLOYEE BENEFITS, GOVERNMENT REGULATION, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, LABOR FORCE, LABOR RELATIONS, MANAGEMENT, MANAGEMENT FUNCTIONS, MANAGEMENT TRAINING, PERFORMANCE APPRAISAL, PERSONNEL MANAGEMENT, PLANNING, PRIVATE SECTOR, PRODUCTIVITY, PUBLIC SECTOR, SALARY, TECHNOLOGY, TRAINING AND DEVELOPMENT
THE NEWER PROFILE OF PERSONNEL ADMINISTRATION DISPLAYS A GROWING CAPABILITY AND NEED TO PLAN AND MESH WITH THE LONG-STANDING PLANNING SYSTEMS THAT ENCOMPASS MARKETING, FINANCIAL, AND OPERATIONAL CONCERNS. COMPREHENSIVE PROGRAMMING NECESSITATES AN INITIAL AWARENESS OF NEEDS. THE CHANGING ENVIRONMENT WILL HAVE IMPLICATIONS FOR PERSONNEL AND HUMAN RESOURCE AREA.
MGMT: CMR764O032

3654 PERSONNEL MANAGEMENT: THE STARTING PLACE 1976
STAATS, E.B.
PUBLIC PERSONNEL MANAGEMENT, VOL.5, NO.6, NOV/DEC 1976, P. 434-441.
AUTOMATION, BUSINESS ETHICS, CIVIL SERVICE, COLLECTIVE BARGAINING, EQUAL EMPLOYMENT OPPORTUNITY, FINANCIAL MANAGEMENT, GOVERNMENT AGENCY, GOVERNMENT BUREAUCRACY, JOB PERFORMANCE, MANAGEMENT, MANAGEMENT INFORMATION SYSTEMS, PAYROLL, PERSONNEL MANAGEMENT, PRODUCTIVITY, QUALITY CONTROL, TESTING
PROGRESS IN PUBLIC PERSONNEL MANAGEMENT HAS BEEN MADE THROUGH EXAMINATION OF PART-TIME EMPLOYMENT, PRODUCTIVITY STUDIES, QUALITY OF WORKING LIFE STUDIES, AND PAY SYSTEMS STUDIES. EEO OBJECTIVES AND SCOPE OF COLLECTIVE BARGAINING SYSTEMS ARE EMPHASIZED.
MGMT: PPM76K0434

3655 PERSONNEL TESTING AND EQUAL EMPLOYMENT OPPORTUNITY. DEC 70
ANDERSON, BETTY R., ED.;ROGERS, MARTHA P., ED.
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, WASHINGTON, D.C.
NOTES: 5AP.
EMPLOYMENT OPPORTUNITIES, EQUAL OPPORTUNITIES (JOBS), GUIDELINES, MINORITY GROUPS, PERSONNEL SELECTION, PROGNOSTIC TESTS, TESTING, TEST INTERPRETATION
PRESENTED IN THIS BOOK IS A SERIES OF PAPERS ON ONE OF THE MOST COMPLEX ISSUES THE EQUAL EMPLOYMENT OPPORTUNITIES COMMISSION HAS FACED IN THE FIRST 5 YEARS OF ITS OPERATION. EMPLOYMENT TESTING REPRESENTS A SYSTEMIC PROBLEM IN EQUAL EMPLOYMENT OPPORTUNITY FOR MINORITIES AND WOMEN. PAPERS INCLUDED IN THIS DOCUMENT ARE TESTING OF MINORITY GROUP APPLICANTS FOR EMPLOYMENT BY WALLACE, KISSINGER, AND REYNOLDS, AND THE FOLLOWING SPEECHES BY WILLIAM ENNEIS (1) STATEMENT BEFORE THE HOUSE POST OFFICE AND CIVIL SERVICE SUBCOMMITTEE ON POSTAL OPERATIONS, (2) DISCRIMINATION PLANNED AND ACCIDENTAL, (3) PERSONNEL TESTING AND EQUAL EMPLOYMENT OPPORTUNITY, (4) MISUSES OF TESTS, (5) MINORITY EMPLOYMENT BARRIERS FROM THE EEOC VIEWPOINT, (6) STATEMENT ON PERSONNEL TESTING AND SELECTION, AND (7) USES OF NONTEST VARIABLES IN THE GOVERNMENT EMPLOYMENT SETTING. ALSO INCLUDED ARE GUIDELINES ON EMPLOYEE SELECTION PROCEDURES. (AUTHOR/JS)

(CONT.)

3655 ERIC: ED053325 SUPERINTENDENT OF DOCUMENTS, U.S. GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 (74-609942, $.55)

3656 PERSONS IN ENGINEERING, SCIENTIFIC, AND TECHNICAL OCCUPATIONS 1970 AND 1972. CURRENT POPULATION REPORTS, SERIES P-23, NO. 45. JUL 73
KINCANNON, CHARLES L.;SCHNEIDER, PAULA J.
BUREAU OF THE CENSUS (DOC), SUITLAND, MD. POPULATION DIV.
NOTES: 132P.; CURRENT POPULATION REPORTS SPECIAL STUDIES
CENSUS FIGURES, ENGINEERING TECHNICIANS, ENGINEERS, MANPOWER UTILIZATION, OCCUPATIONAL SURVEYS, SCIENTIFIC MANPOWER, SCIENTISTS, STATISTICAL DATA, TECHNICAL OCCUPATIONS, RESEARCH REPORTS
THIS IS THE FIRST OF A SERIES OF REPORTS BASED ON THE 1972 PROFESSIONAL, TECHNICAL, AND SCIENTIFIC MANPOWER SURVEY, WHICH WAS SPONSORED BY THE NATIONAL SCIENCE FOUNDATION AND CONDUCTED BY THE BUREAU OF THE CENSUS. INCLUDED IN THIS REPORT ARE PRELIMINARY DATA HIGHLIGHTING SELECTED INFORMATION ON EMPLOYMENT STATUS, AGE, SEX, AND EDUCATION OF PERSONS IDENTIFIED IN THE 1970 CENSUS OF POPULATION AS WORKING IN ENGINEERING, SCIENTIFIC, AND TECHNICAL OCCUPATIONS IN THE UNITED STATES. THE OCCUPATION GROUPINGS INCLUDED IN THE UNIVERSE OF THIS REPORT ARE AS FOLLOWS COMPUTER SPECIALISTS, OPERATIONS AND SYSTEMS RESEARCHERS AND ANALYSTS, ENGINEERS, MATHEMATICAL SPECIALISTS, LIFE SCIENTISTS, PHYSCIAL SCIENTISTS, SOCIAL SCIENTISTS, AND ENGINEERING AND SCIENCE TECHNICIANS. MORE DETAILED STATISTICS FOR THESE PERSONS, COVERING SUCH TOPICS AS FIELDS OF STUDY, MEMBERSHIP IN PROFESSIONAL SOCIETIES, AND OTHER CHARACTERISTICS, CROSS-CLASSIFIED BY AGE AND HIGHEST DEGREE HELD, WILL APPEAR IN A LATER REPORT IN THE TECHNICAL PAPER SERIES. (AUTHOR/JR)
ERIC: ED062971 SUPERINTENDENT OF DOCUMENTS, GOVERNMENT PRINTING OFFICE, WASHINGTON, D.C. 20402 ($0.55)

3657 PERSPECTIVES OF ADJUSTMENT RURAL CHICANO YOUTH. VOLUME 1 OF A FOUR VOLUME FINAL REPORT. APR 74
HENRY, WILLIAM F.;MILES, GUY H.
NORTH STAR RESEARCH AND DEVELOPMENT INST., MINNEAPOLIS, MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 89P.; FOR RELATED DOCUMENTS, SEE RC 008 228-230
BILINGUAL EDUCATION, DROPOUT RATE, EMPLOYMENT OPPORTUNITIES, FIELD INTERVIEWS, INDIVIDUAL CHARACTERISTICS, LITERATURE REVIEWS, MEXICAN AMERICANS, MIGRANT EDUCATION, OCCUPATIONAL ASPIRATION, RESEARCH, RURAL YOUTH, SELF CONCEPT, SOCIAL ADJUSTMENT, VOCATIONAL ADJUSTMENT, YOUTH PROGRAMS, HYPOTHESIS FORMULATION, RURAL URBAN MIGRATION, SOUTHWEST
THE OBJECTIVE OF THIS VOLUME (FINDINGS OF THE FIRST 2 PHASES OF A 4 PHASE RESEARCH PROGRAM) WAS TO DEVELOP HYPOTHESES (TO BE TESTED IN FUTURE FEDERAL YOUTH PROGRAMS) ABOUT THE CRITICAL VARIABLES AFFECTING THE SOCIAL AND OCCUPATIONAL ADJUSTMENT OF RURAL YOUTH OF SPANISH SURNAME. SOME 59 HYPOTHESES WERE DERIVED FROM A LITERATURE SURVEY, SUPPLEMENTED BY PERSONAL INTERVIEWS WITH CHICANO AND ANGLO LEADERS IN THE RURAL SOUTHWEST, CHICANO EXPERTS, CHICANOS OF ALL AGES, AND PERSONS FAMILIAR WITH PROBLEMS OF MIGRATING CHICANO YOUTH (RURAL TO URBAN). FACTORS SURVEYED AND EXAMPLES OF HYPOTHESIS TOPICS INCLUDED THE CHANGING RURAL ECONOMIC ENVIRONMENT (DECLINING NEED FOR AGRICULTURAL WORKERS CREATES UNEMPLOYMENT PROBLEMS FOR CHICANOS, AS 50 PERCENT WORK IN BLUE COLLAR AND AGRICULTURAL JOBS); CHARACTERISTICS OF CHICANO YOUTH (LOW STANDARD IQ SCORES, LOW OCCUPATIONAL ASPIRATIONS AND EXPECTATIONS, LOW SELF CONCEPT); THE EDUCATION SYSTEM (FEW TEACHERS WITH ADEQUATE KNOWLEDGE OF CULTURAL FACTORS OR BILINGUAL PROGRAMS, MIGRANT YOUTH SEGREGATION, ETC.) RESPONSE OF RURAL CHICANO YOUTH TO EDUCATIONAL SYSTEM (VOCATIONAL RATHER THAN ACADEMIC ORIENTATION, HIGH DROPOUT RATES DUE TO FEELINGS OF INFERIORITY, NEED FOR MONEY, ETC.); RURAL TO URBAN MIGRATION (SUCCESSFUL ADJUSTMENT REQUIRES ENGLISH LANGUAGE FACILITY, ACHIEVEMENT ORIENTATION, EDUCATION, ETC.). (JC)
ERIC: ED100538 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

3658 PERSPECTIVES OF ADJUSTMENT RURAL NAVAJO AND PAPAGO YOUTH. VOLUME 2 OF A FOUR VOLUME FINAL REPORT. MAR 74
BELDING, NANCY;AND OTHERS
NORTH STAR RESEARCH AND DEVELOPMENT INST., MINNEAPOLIS, MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 138P.; FOR RELATED DOCUMENTS, SEE RC 008 227, AND RC 008 229-230
AMERICAN INDIANS, CULTURAL ENVIRONMENT, EDUCATIONAL ATTITUDES, EDUCATIONAL QUALITY, EMPLOYMENT OPPORTUNITIES, JOB MARKET, NONRESERVATION AMERICAN INDIANS, RESERVATIONS (INDIAN), RURAL YOUTH, SELF ACTUALIZATION, SOCIAL ADJUSTMENT, VOCATIONAL ADJUSTMENT, YOUTH PROGRAMS, NAVAJOS, PAPAGOS, RURAL URBAN MIGRATION, SOUTHWEST
BASED ON A LITERATURE SURVEY (1965-70 PUBLICATIONS) AND PERSONAL INTERVIEWS WITH SOUTHWESTERN INDIAN LEADERS, URBAN EMPLOYERS, AND COLLEGE TEACHERS (RECOGNIZED AUTHORITIES ON INDIAN PROBLEMS), THIS RESEARCH PROGRAM WAS DIRECTED TOWARD OPTIMIZING THE BENEFITS OF YOUTH PROJECTS FOR NAVAJO AND PAPAGO INDIANS AND FOCUSED ON FACTORS RELATED TO SOCIAL AND OCCUPATIONAL ADJUSTMENT ON RESERVATIONS AND IN RURAL AREAS. SOME FACTORS INFLUENCING NAVAJO AND PAPAGO YOUTH WERE THEIR CHANGING ENVIRONMENT (SOCIAL, CULTURAL, ECONOMIC, MIGRATORY); EDUCATION (VALUES, ATTITUDES, ASPIRATIONS, SKILLS, ETC.); ON-RESERVATION EDUCATIONAL SYSTEM (QUALITY OF SCHOOLS, TEACHERS, TEACHER-STUDENT RELATIONSHIPS, CURRICULA, ETC.); AND PREPARATION FOR TODAYS JOB MARKET (ON AND OFF RESERVATION). FINDINGS REVEALED THERE ARE AN ASTOUNDING NUMBER OF OVERLAPPING FEDERAL AND STATE PROGRAMS AIMED AT HELPING AMERICAN INDIANS, BUT AMERICAN INDIANS HAVE LITTLE TO SAY ABOUT PROGRAM POLICIES OR THEIR MODE OF OPERATION, AND MOST OF THESE PROGRAMS

(CONT.)
3658 HAVE BEEN UNSUCCESSFUL IN MEETING AMERICAN INDIAN NEEDS. A BASIC PROBLEM WAS CONFLICT BETWEEN WANTING TO STAY ON RESERVATION LANDS AND FINDING THESE LANDS UNABLE TO SUPPORT AN INCREASING POPULATION, RESULTING IN THE ADJUSTMENT PROBLEMS OF RURAL TO URBAN MIGRATION. (JC)
ERIC: ED100539 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151

3659 PHARMACIST (PROFESS. & KIN.) 074.181 -- TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. MAR 67
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 19P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PHARMACISTS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060077

3660 PHASE 1-OPTIMIZING THE BENEFITS OF NEIGHBORHOOD YOUTH CORPS PROJECTS FOR RURAL YOUTH. FINAL REPORT. 69
MILES, GUY H.
NORTH STAR RESEARCH AND DEVELOPMENT INST., MINNEAPOLIS, MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 216P.: SEE ALSO CE000145
EMPLOYMENT OPPORTUNITIES, LOW INCOME GROUPS, RURAL EDUCATION, RURAL ENVIRONMENT, RURAL URBAN DIFFERENCES, RURAL YOUTH, WORK ATTITUDES, WORK EXPERIENCE PROGRAMS, YOUTH AGENCIES, YOUTH EMPLOYMENT, NEIGHBORHOOD YOUTH CORPS
MANY OF THE PROBLEMS FACED BY RURAL YOUTH IN THE NORTH CENTRAL STATES RESULT FROM GROWING UP IN A RAPIDLY CHANGING ENVIRONMENT. THEIR CHARACTERISTICS MAY DIFFER WIDELY FROM THOSE OF URBAN YOUTH. SUCH DIFFERENCES HAVE IMPLICATIONS FOR THE KIND OF NEIGHBORHOOD YOUTH CORPS (NYC) PROGRAMS THAT WOULD BE MOST BENEFICIAL TO THEM. PHASE 1 CONSISTS OF THE FORMULATION OF A NUMBER OF HYPOTHESES, MAINLY AIMED AT FINDING OUT WHETHER SYSTEMATIC RELATIONSHIPS EXIST BETWEEN IDENTIFIABLE DEFICIENCIES IN THE RURAL COMMUNITY AND THE OCCUPATIONAL AND SOCIAL ADJUSTMENT OF YOUTH WHO GROW UP IN THAT COMMUNITY. PHASE 2 WILL TEST THESE HYPOTHESES. TWELVE REPRESENTATIVE COUNTIES WERE SELECTED FOR STUDY. (MS)
ERIC: ED041916 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (PB-184 977, MF $1.45, HC PRICE NOT QUOTED)

3661 PHASE 2--OPTIMIZING THE BENEFITS OF NEIGHBORHOOD YOUTH CORPS PROJECTS FOR RURAL YOUTH A FOLLOW UP STUDY OF 1144 YOUNG ADULTS. 69
MILES, GUY H.;AND OTHERS
NORTH STAR RESEARCH AND DEVELOPMENT INST., MINNEAPOLIS, MINN. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 360P.
ADJUSTMENT PROBLEMS, COUNSELING, EMPLOYMENT OPPORTUNITIES, LOW INCOME GROUPS, QUESTIONNAIRES, REPORTS, RURAL ENVIRONMENT, RURAL URBAN DIFFERENCES, RURAL YOUTH, SURVEYS, TABLES (DATA), WORK ATTITUDES, WORK EXPERIENCE PROGRAMS, YOUTH AGENCIES, YOUTH EMPLOYMENT, NEIGHBORHOOD YOUTH CORPS, NYC
PHASE TWO OF THE REPORT ON THE NEIGHBORHOOD YOUTH CORPS (NYC) IS AIMED AT FINDING WHETHER SYSTEMATIC RELATIONSHIPS EXIST BETWEEN IDENTIFIABLE DEFICIENCIES IN THE RURAL COMMUNITY AND THE OCCUPATIONAL AND SOCIAL ADJUSTMENT OF RURAL YOUTH. NYC, DESIGNED FOR RURAL AND URBAN COMMUNITIES TO KEEP YOUTH IN SCHOOLS, WAS STUDIED IN PHASE ONE THROUGH A LITERATURE SURVEY AND EXTENSIVE FIELD WORK AND. IN PHASE TWO, THROUGH A STUDY OF 18 COUNTIES IN 11 NORTH CENTRAL STATES SELECTED ON THE BASIS OF INCOME, POPULATION DENSITIES, AND OUTMIGRATION RATES. FROM QUESTIONNAIRES MAILED TO A RANDOM SAMPLE OF 1,211 RURAL AND 367 URBAN STUDENTS (WITH 476 RURAL AND 167 URBAN RESPONDENTS) IT WAS FOUND THAT THOSE WHO HAD PREVIOUSLY LIVED IN SMALLER CITIES OR COUNTY SEAT TOWNS ADJUSTED EASILY TO CITIES: WOMEN ADJUSTED MORE EASILY THAN MEN: THOSE FROM MORE ISOLATED AREAS PREFERRED TO REMAIN IN URBAN AREAS: HIGH SCHOOL DROPOUTS ADJUSTED POORLY TO URBAN LIVING: AND SUCCESSFUL ADJUSTMENT DEPENDED ON REASONS FOR OUTMIGRATION. DATA FROM THE STUDENT SAMPLE, RURAL COMMUNITY SURVEYS, AND RURAL EDUCATION CHARACTERISTICS ARE SUMMARIZED AND RESULTS TABULATED. RECOMMENDATIONS ARE TO REDEFINE AND BROADEN THE POPULATION TO BE SERVED, THE NYC ADMINISTRATION, PROGRAM OBJECTIVES, THE TERM DISADVANTAGED, AND SERVICES. (JB)
ERIC: ED139364 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB 185 891)

3662 PHOTO-OFFSET LITHOGRAPHY (PRINT. + PUB.) 97--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 12P.
APTITUDE TESTS, COURSE DESCRIPTIONS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PRINTING, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, PHOTO OFFSET LITHORGRPHY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED069772

3663 PHOTOGRAPH FINISHER (ANY IND.) I 976.886--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. OCT 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PHOTOGRAPHY, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, PHOTOGRAPH FINISHER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED069631

3664 PHOTOGRAPHER, LITHOGRAPHIC (PRINT. + PUB.) 972.382--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 17P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PHOTOGRAPHY, PRINTING, PUBLISHING INDUSTRY, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, LITHOGRAPHIC PHOTOGRAPHER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATRERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED063408

3665 PHYSICAL REHABILITATION AND EMPLOYMENT OF AFDC RECIPIENTS. FINAL REPORT FEASIBILITY STUDY. 1 OCT 75
POE, DAPHNE A.
STATE UNIV. OF NEW YORK, ITHACA. NUTRITIONAL SCIENCES DIV. AT CORNELL UNIV. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 190P.: PAGES 69-77 AND 81 IN THE APPENDIX WILL NOT REPRODUCE WELL IN MICROFICHE DUE TO MARGINAL LEGIBILITY OF ORIGINAL DOCUMENT
EMOTIONAL PROBLEMS, FEASIBILITY STUDIES, JOB TRAINING, LABOR FORCE NONPARTICIPANTS, MEDICAL TREATMENT, PHYSICALLY HANDICAPPED, REHABILITATION COUNSELING, REHABILITATION

(CONT.)
3665 PROGRAMS, SPECIAL HEALTH PROBLEMS, TABLES (DATA), VOCATIONAL REHABILITATION, WELFARE RECIPIENTS
THE FIRST 19 PAGES OF THE DOCUMENT DESCRIBE A STUDY CARRIED OUT TO EXAMINE THE FEASIBILITY OF USING HEALTH INTERVENTION AS A MEANS OF INCREASING ENTRY OF WELFARE CLIENTS INTO JOB TRAINING. OBJECTIVE SCREENING PROCEDURES WERE USED TO DEFINE PHYSICAL AND MENTAL HEALTH PROBLEMS AND HANDICAPS IN A NEW YORK STATE SAMPLE POPULATION. COMMON HEALTH DISABILITIES IDENTIFIED IN THE EXPERIMENTAL GROUP INCLUDED EMOTIONAL HANDICAPS SUCH AS SICK-ROLE BEHAVIOR, AVERSIVE HANDICAPS INCLUDING OBESITY, DENTAL DECAY, AND LOCOMOTOR HANDICAPS WITH LIMITED MOBILITY. HEALTH INTERVENTION INCLUDED TREATMENT OF SICK-ROLE BEHAVIOR AND OTHER EMOTIONAL PROBLEMS BY GROUP COUNSELING, WEIGHT REDUCTION, EXERCISE CLASSES, AND TREATMENT OF SPECIFIC MEDICAL AND DENTAL PROBLEMS. JOB MOTIVATION CLASSES WERE ALSO PROVIDED. IMPROVEMENT IN HEALTH STATUS AND SOLUTION OF PROBLEMS WAS CORRELATED WITH COMPLIANCE IN RELATION TO TREATMENT. CLIENTS WITH INITIAL MEDICAL HANDICAPS, SUCCESSFUL IN THE HEALTH REHABILITATION PROGRAM, ENTERED CETA JOB TRAINING AND GAINED EMPLOYMENT, DOING AS WELL AS CONTROLS WITHOUT CHRONIC HEALTH PROBLEMS OVER THE SAME PERIOD. APPENDED MATERIALS INCLUDE ALL FORMS USED, A SHORT JOB MOTIVATION COURSE OUTLINE, 70 CASE RESUMES, CODE WORDS AND DEFINITIONS, AND TABLES SUMMARIZING ALL MEASURES (EDUCATIONAL, SOCIAL, PERSONAL, AND MEDICAL) AND CORRELATIONS BETWEEN ALL MEASURES. (AUTHOR/BP)
ERIC: ED117335

3666 PHYSICAL THERAPIST (MEDICAL SER.) 079.378--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. MAR 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 26P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MEDICAL SERVICES, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PHYSICAL THERAPISTS, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED072050

3667 PHYSICALLY IMPAIRED STUDENTS AND THE VOCATIONAL EXPLORATION GROUP SEP 77
NEELY, MARGERY A.:KOSIER, MARY M.
VOCATIONAL GUIDANCE QUARTERLY:26:1:37-43
HANDICAPPED STUDENTS, PHYSICALLY HANDICAPPED, VOCATIONAL COUNSELING, CAREER EXPLORATION, COUNSELING PROGRAMS, SELF EVALUATION, ELEMENTARY SECONDARY EDUCATION, RESEARCH PROJECTS, STUDENT NEEDS
THE PARTICIPATION OF PHYSICALLY IMPAIRED STUDENTS IN THE SHORT, STRUCTURED VOCATIONAL EXPLORATION GROUP IS DESCRIBED. (AUTHOR)
ERIC: EJ165609 REPRINT AVAILABLE (SEE P. VII) UMI

3668 PHYSICIAN ASSISTANTS AN EMPIRICAL ANALYSIS OF THEIR GENERAL CHARACTERISTICS, JOB PERFORMANCE, AND JOB SATISFACTION. SEP 76
PERRY, HENRY B., III
JOHNS HOPKINS UNIV., BALTIMORE, MD. DEPT. OF SOCIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
GRANT NO. DLMA-91-24-75-08
NOTES: 408P.: SOME TABLES AND PARTS OF TEXT MAY BE MARGINALLY LEGIBLE DUE TO PRINT QUALITY OF THE ORIGINAL DOCUMENT
DOCTORAL THESES, EDUCATIONAL BACKGROUND, EMPLOYMENT EXPERIENCE, INDIVIDUAL CHARACTERISTICS, JOB ANALYSIS, JOB SATISFACTION, OCCUPATIONAL SURVEYS, PHYSICIANS ASSISTANTS, TASK PERFORMANCE, WORK ENVIRONMENT
THE DOCTORAL DISSERTATION COMPRISING THIS REPORT INVOLVES A STUDY DONE TO DESCRIBE THE GENERAL CHARACTERISTICS (PERSONAL AND WORK-RELATED) OF A NATIONAL SAMPLE OF 1,282 PHYSICIAN ASSISTANTS (PAS) AND TO ASSESS THEIR JOB PERFORMANCE AND JOB SATISFACTION. CHAPTER I DISCUSSES THE PROJECT BACKGROUND AND PURPOSE, AND REVIEWS THE LITERATURE IN THREE AREAS (1) GENERAL DESCRIPTIVE CHARACTERISTICS: (2) JOB PERFORMANCE: AND (3) JOB SATISFACTION. CHAPTER II COVERS METHODOLOGY AND DISCUSSES THE STUDY SAMPLE AND VARIABLES (PERSONAL, BACKGROUND, WORK ENVIRONMENT AND JOB CHARACTERISTICS: AND JOB PERFORMANCE AND SATISFACTION MEASUREMENTS): THE RESEARCH DESIGN INVOLVING THE MAILING OF QUESTIONNAIRES TO PAS AND THEIR SUPERVISING PHYSICIAN: JOB PERFORMANCE AND SATISFACTION MEASUREMENT STRATEGIES: AND DATA ANALYSIS PROCEDURES, INCLUDING PATH ANALYSIS, A MULTIVARIATE STRATEGY. CHAPTER III PRESENTS AN EXTENSIVE DESCRIPTIVE ANALYSIS OF THE AFOREMENTIONED GENERAL CHARACTERISTICS OF THE STUDY SAMPLE AND SOME RELATIONSHIPS BETWEEN THESE VARIABLES. CHAPTER IV DISCUSSES THE GENERAL LEVELS OF THE STUDY SAMPLES JOB PERFORMANCE AND SATISFACTION AND THE RELATIONSHIP BETWEEN THESE AND THE GENERAL CHARACTERISTICS

(CONT.)
3668 VARIABLES. CHAPTER V, IN CONSIDERABLE DETAIL, INCORPORATES THE STUDY VARIABLES INTO CAUSAL MODELS AND ASSESSES THE RESULTING MULTIVARIATE RELATIONSHIPS BY MEANS OF PATH ANALYSIS. CHAPTER VI PRESENTS AN ASSESSMENT OF IMPORTANT POLICY IMPLICATIONS SUGGESTED BY THE STUDY RESULTS. THE QUESTIONNAIRES SENT TO THE PAS AND SUPERVISING PHYSICIANS, A COMPARISON OF THE CHARACTERISITCS OF TWO SAMPLE SUBGROUPS TO THEIR RESPECTIVE POPULATIONS, AND SOME SUPPLEMENTARY DATA ANALYSIS TABLES ARE APPENDED. (EM)
ERIC: ED140078 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151

3669 PHYSICS IN PERSPECTIVE RECOMMENDATIONS AND PROGRAM EMPHASES. 72
NATIONAL ACADEMY OF SCIENCES - NATIONAL RESEARCH COUNCIL, WASHINGTON, D.C. PHYSICS SURVEY COMMITTEE.
NOTES: 125P.; EXCERPT FROM ED 082 942
EDUCATIONAL PROGRAMS, MANPOWER NEEDS, MANPOWER UTILIZATION, NATIONAL SURVEYS, PHYSICS, PHYSICS CURRICULUM, PHYSICS INSTRUCTION, RESEARCH, SCIENCE EDUCATION, SCIENTIFIC MANPOWER, SCIENTIFIC RESEARCH, SOCIAL INFLUENCES, NATIONAL ACADEMY OF SCIENCES
THIS REPORT IS EXCERPTED FROM A MUCH MORE EXTENSIVE VOLUME, ENTITLED PHYSICS IN PERSPECTIVE, VOLUME 1, THE FINAL REPORT OF THE PHYSICS SURVEY COMMITTEE. THE PHYSICS SURVEY COMMITTEE WAS APPOINTED BY THE PRESIDENT OF THE NATIONAL ACADEMY OF SCIENCES IN MID-1969 AND CHARGED WITH AN EXAMINATION OF THE STATUS, OPPORTUNITIES, AND PROBLEMS OF PHYSICS IN THE UNITED STATES. IN ADDITION TO THE STUDY OF PHYSICS AS SUCH, THE COMMITTEE HAS ATTEMPTED TO PLACE PHYSICS IN PERSPECTIVE IN U.S. SOCIETY. THE COMMITTEE HAS EVOLVED AN APPROACH TO THE ESTABLISHMENT OF PRIORITIES AND PROGRAM EMPHASES THAT MAY HAVE WIDER POTENTIAL UTILIZATION: IT HAS CARRIED OUT STUDIES ON EDUCATION IN PHYSICS AND PHYSICS IN EDUCATION, ON THE PRODUCTION AND UTILIZATION OF PHYSICS MANPOWER, AND ON THE DISSEMINATION AND CONSOLIDATION OF PHYSICS INFORMATION. THE REPORT LISTS RECOMMENDATIONS AND ESTABLISHES PRIORITIES AND PROGRAM EMPHASES. (BT)
ERIC: ED110310 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (N72-29689, PC-$8.25: MF-$2.25)

3670 PHYSICS MANPOWER 1966 - EDUCATION AND EMPLOYMENT STATISTICS. NOV66
ELLIS, SUSANNE D. ;MAGUIRE, CLAREBETH
AMERICAN INSTITUTE OF PHYSICS, NEW YORK, N.Y.
COLLEGE SCIENCE, DROPOUTS, EMPLOYMENT STATISTICS, ENROLLMENT, ENROLLMENT TRENDS, GRADUATE STUDY, PHYSICS, SALARIES, SCIENTIFIC MANPOWER, SCIENTISTS, SECONDARY SCHOOL SCIENCE, STATISTICAL DATA, SURVEYS, TEACHERS, UNDERGRADUATE STUDY, AMERICAN INSTITUTE OF PHYSICS, NATIONAL SCIENCE FOUNDATION, PHYSICAL SCIENCE STUDY COMMITTEE
STATISTICAL DATA ARE PROVIDED ON THE EDUCATION AND EMPLOYMENT OF PHYSICISTS AND ON THE SOURCES FOR PHYSICISTS IN THE UNITED STATES. DATA CONCERNING PHYSICS EDUCATION IS ANALYZED FOR (1) HIGH SCHOOL PHYSICS, (2) UNDERGRADUATE PHYSICS, (3) GRADUATE PHYSICS, (4) COLLEGES AND UNIVERSITIES, AND (5) TEACHING FACULTIES. INFORMATION PRESENTED INCLUDES ENROLLMENTS, ENROLLMENT PROJECTIONS, DROPOUT DATA, DEGREES GRANTED, LOCATION AND CLASSIFICATION OF INSTITUTIONS, AND SELECTED DATA REGARDING TEACHER EMPLOYMENT AND CHARACTERISTICS. EMPLOYMENT DATA FOR PHYSICISTS INCLUDE INFORMATION CONCERNING (1) INITIAL EMPLOYMENT, (2) EMPLOYMENT TRENDS, AND (3) EMPLOYMENT OF PHYSICISTS IN 1964. DATA ON FOREIGN SOURCES OF PHYSICS MANPOWER INCLUDES INFORMATION CONCERNING STUDENTS, IMMIGRANTS, AND EXCHANGE VISITORS. THE APPENDIXES INCLUDE METHODS OF DETERMINING PROJECTIONS, CORRECTION FACTORS USED WITH SURVEY DATA ON ENROLLMENTS AND DEGREES GRANTED, AND SALARY DATA. EXTENSIVE USE IS MADE OF TABLES AND GRAPHS TO PRESENT DATA. THIS DOCUMENT IS AVAILABLE AS NO. R-196 FOR $2.50 FROM THE AMERICAN INSTITUTE OF PHYSICS, 335 EAST 45 STREET NEW YORK, NEW YORK 10017. (DH)
ERIC: ED013766

3671 A PIECE OF THE ACTION SEP 71
MANPOWER:3:9:8-13
EDUCATIONAL NEEDS, EDUCATIONAL OPPORTUNITIES, EDUCATIONAL SUPPLY, EMPLOYMENT OPPORTUNITIES, FEDERAL PROGRAMS, MANPOWER DEVELOPMENT, SPANISH AMERICANS
FOUR SPANISH-SPEAKING AMERICANS DISCUSS MANPOWER PROGRAMS AND THE NEEDS OF THEIR PEOPLE. (EDITOR)
ERIC: EJ042270

3672 PILOT COMPREHENSIVE MANPOWER PROGRAM: IMPLICATIONS OF ITS EXPERIENCE FOR LOCAL AND STATE MANPOWER ORGANIZATION. OCT 73
HALLMAN, HOWARD W.
CENTER FOR GOVERNMENTAL STUDIES, WASHINGTON, D.C. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 107P.
COMMUNITY PROGRAMS, LABOR MARKET, LOCAL GOVERNMENT, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, METROPOLITAN AREAS, PILOT PROJECTS, PROGRAM DEVELOPMENT, RURAL URBAN DIFFERENCES, STATE GOVERNMENT, STATE SURVEYS, STATEWIDE PLANNING
THE DEPARTMENT OF LABOR HAS EMBARKED UPON A SERIES OF PILOT PROJECTS KNOWN AS THE COMPREHENSIVE MANPOWER PROGRAM (CMP) IN ORDER TO TEST MEANS FOR IMPLEMENTING MANPOWER SERVICES DELIVERY SYSTEMS SERVING WHOLE LABOR MARKET AREAS. THE CMP PROVIDES FIVE METROPOLITAN MODELS, BASED UPON VARIATIONS IN NUMBER OF COUNTIES WITHIN THE SMSA AND TYPES OF ELIGIBLE PRIME SPONSORS, BUT IT HAS NO MODELS FOR SEVERAL OTHER SIZABLE GROUPS OF METROPOLITAN AREAS. THE THREE STATEWIDE CMP PROJECTS PROVIDE MODELS WHICH MIGHT BE USEFUL IN STATES WHERE SMSA POPULATION IS LESS THAN 50 PERCENT BUT NOT IN THE STATES WITH A MAJORITY OF RESIDENTS LIVING IN METROPOLITAN AREAS. HOWEVER, THE CMP STATE PROJECTS PROVIDE USEFUL EXPERIENCE FOR MANPOWER ORGANIZATION IN NONMETROPOLITAN

(CONT.)
3672 DISTRICTS IN ALL STATES. (AUTHOR)
ERIC: ED063466 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151

3673 PILOT PROGRAMS IN OFF-FARM AGRICULTURAL OCCUPATIONS. MAY 73
LESKE, GARY
DEPARTMENT OF THE NAVY, WASHINGTON, D.C. BUREAU OF NAVAL PERSONNEL.
CONTRACT NO. 20
PILOT PROJECTS, OFF FARM AGRICULTURAL OCCUPATIONS, VOCATIONAL AGRICULTURE, SECONDARY GRADES, VOCATIONAL HIGH SCHOOLS, WORK EXPERIENCE PROGRAMS, AGRIBUSINESS, AGRICULTURAL EDUCATION, COOPERATIVE EDUCATION, SOUTH DAKOTA
THIS STUDY IS PART OF A LARGER STUDY DESIGNED TO ASCERTAIN REASONS FOR THE SLOW EMERGENCE OF OFF-FARM VOCATIONAL AGRICULTURE PROGRAMS IN SOUTH DAKOTA. THE STUDY WAS CONDUCTED TO IDENTIFY CURRENT EFFORTS BEING MADE IN OFF-FARM AGRICULTURAL OCCUPATIONS AND TO DETERMINE PROGRAM NEEDS AND RESOURCES. QUESTIONNAIRE RESPONSES RECEIVED FROM 54 INSTRUCTORS SUPPLIED THE DATA. FINDINGS REVEALED THAT (1) A TOTAL OF 22 OF THE INSTRUCTORS HAD PLACED STUDENTS IN OFF-FARM EXPERIENCE PROGRAMS, (2) OBSTACLES IDENTIFIED AS CAUSES FOR SLOW PROGRESS IN THIS AREA WERE OTHER TIME COMMITMENTS, SCHOOL MASTER SCHEDULES, AND DEVELOPING PROGRAM SUPPORT, (3) JUNIORS AND SENIORS IN 34 OF THE 64 PARTICIPATING SCHOOLS WERE INTERESTED IN OFF-FARM OCCUPATIONS TRAINING, (4) LESS THAN HALF OF THE SAMPLED INSTRUCTORS HAD HAD CONTACTS WITH AGRIBUSINESS MEN, AND (5) THE MAJORITY OF THE PARTICIPATING INSTRUCTORS DESIRED MORE PROGRAM INFORMATION. (SN)
AIM/ARM: VT020493

3674 A PILOT PROJECT TO DEVELOP A PROGRAM OF OCCUPATIONAL TRAINING FOR SCHOOL ALIENATED YOUTH. INTERIM REPORT AND STATISTICAL EVALUATION. 31 AUG 67
NOTES: 167P.
BEHAVIOR PROBLEMS, CASE STUDIES (EDUCATION), COUNSELING, CULTURALLY DISADVANTAGED, CURRICULUM PLANNING, DISADVANTAGED YOUTH, DROPOUT PREVENTION, DROPOUTS, EDUCATIONAL OBJECTIVES, HIGH SCHOOLS, LEARNING DIFFICULTIES, PILOT PROJECTS, POTENTIAL DROPOUTS, PROGRAM ATTITUDES, PROGRAM DESCRIPTIONS, PROGRAM EVALUATION, STUDENT ALIENATION, STUDENT CHARACTERISTICS, TAXONOMY, VOCATIONAL EDUCATION, WORK EXPERIENCE, CENTER FOR VOCATIONAL ARTS, CONNECTICUT, NORWALK, TESTING PROGRAMS
A TOTAL OF 272 SCHOOL ALIENATED YOUTH--DROPOUTS AND POTENTIAL DROPOUTS--WERE SERVED BY THE CENTER BETWEEN NOVEMBER 1965 AND JUNE 1967 IN THE FOLLOWING VOCATIONAL AREAS--AUTOMOTIVE SERVICES, CHILD CARE, FOOD SERVICES, HEALTH SERVICES, RETAILING SERVICES, OFFICE OPERATIONS, MANUFACTURING OPERATIONS, MAINTENANCE AND REPAIR, AND LANDSCAPING AND HORTICULTURE. STUDENTS ATTENDED CLASSES 3 HOURS AND WERE PLACED IN PART-TIME EMPLOYMENT 4 HOURS EACH DAY. AN INFORMAL EVALUATION SHOWED THAT 96 PERCENT OF THE STUDENTS WERE WORKING TO THE COMPLETE SATISFACTION OF THEIR EMPLOYERS, 71 PERCENT IN JOBS DIRECTLY RELATED TO THEIR TRAINING. OVER 50 PERCENT OBTAINED THEIR JOBS THROUGH THE SCHOOL PLACEMENT SERVICES. SOME OF THE CONCLUSIONS BASED ON A REVIEW OF CASE STUDIES, OBSERVATIONS, AND COMMUNITY REACTION WERE--(1) DROPOUTS WILL RETURN AND CAN SUCCEED IN A CURRICULUM THAT MEETS THEIR NEEDS, INTERESTS, AND APTITUDES, (2) DISAFFECTION FOR SCHOOL CAN BE CHANGED, (3) PEER RELATIONSHIPS STIMULATE HEALTHY PERSONAL AND SOCIAL ADJUSTMENTS, (4) PARENTS CAN BE INVOLVED, AND (5) BUSINESS AND INDUSTRY ARE PLEASED WITH THE PROGRAM. ADDITIONAL REPORTS INCLUDED ARE--(1) AN ANALYSIS OF 100 CASE STUDIES, (2) THE ARRANGEMENT OF ALIENATED STUDENTS INTO DIAGNOSTIC FORMULATIONS AND ITS RELEVANCY TO COUNSELING IN A CENTER FOR VOCATIONAL ARTS, (3) REPORT OF THE CONSULTANT FOR BASIC EDUCATION WHICH REVIEWS THE CURRICULUM DEVELOPMENT ACTIVITIES, STUDENT CHARACTERISTICS, AND FACTORS AFFECTING LEARNING AND ATTITUDES, AND (4) AN EVALUATION OF THE NORWALK OCCUPATIONAL TRAINING PROGRAM. A BROCHURE EXPLAINING THE PROGRAM IS ATTACHED. (BS)
AIM/ARM: VT004693

3675 A PILOT STUDY OF THE OPPORTUNITIES INDUSTRIALIZATION CENTER, INC., OF PHILADELPHIA, PENNSYLVANIA. 30AUG67
FORD FOUNDATION, NEW YORK, N.Y.: GREENLEIGH ASSOCIATES, INC., NEW YORK, N.Y.: OFFICE OF ECONOMIC OPPORTUNITY, WASHINGTON, D.C.
ADULT BASIC EDUCATION, ADULT DROPOUTS, COMMUNITY RELATIONS, DISADVANTAGED GROUPS, EDUCATIONAL BACKGROUND, EMPLOYMENT PATTERNS, EVALUATION, FINANCIAL SUPPORT, GUIDANCE COUNSELING, INCOME, INSERVICE EDUCATION, MANPOWER DEVELOPMENT, MOTIVATION, NEGROES, OCCUPATIONS, ORGANIZATIONS (GROUPS), PARTICIPANT CHARACTERISTICS, PROGRAM ADMINISTRATION, PROGRAM LENGTH, RECRUITMENT, RESEARCH, SELECTION, SKILL CENTERSS, STATISTICAL DATA, UNEMPLOYED, URBAN AREAS, ENROLLMENT DATA, OPPORTUNITIES INDUSTRIALIZATION CENTERS
A 1967 PILOT STUDY OF THE OPPORTUNITIES INDUSTRIALIZATION CENTER, PHILADELPHIA, PENNSYLVANIA, EXAMINED ADMINISTRATIVE STRUCTURES AND FUNCTIONS, PROGRAM COMPONENTS, PARTICIPANT CHARACTERISTICS, RELATIONSHIPS WITH EMPLOYERS, EMPLOYMENT SERVICES, AND OTHER PERTINENT COMMUNITY GROUPS AND AGENCIES, AND THE IMPACT OF THE PROGRAMS SELF-HELP PHILOSOPHY ON TRAINEES DURING TRAINING AND AFTER PLACEMENT. A LIBERAL TRAINEE SELECTION POLICY, AND NOTABLE SUCCESSES IN MOTIVATING UNSKILLED, UNDEREDUCATED, RELATIVELY YOUNG PERSONS AMONG THE HARD CORE UNEMPLOYED (LARGELY NEGRO) TO PURSUE TRAINING FOR INDUSTRIAL EMPLOYMENT, REPRESENTED A DISTINCTIVE CONTRIBUTION TO MANPOWER TRAINING. THE KEY ELEMENT WAS THE FEEDER PROGRAM OF PREVOCATIONAL TRAINING, OICS LARGEST PROGRAM. MAJOR PROGRAM WEAKNESSES LAY IN JOB REFERRAL PRACTICES, LACK OF TIME FOR STAFF CONSULTATION AND PLANNING, UNSUITABLE DIVISION OF AUTHORITY AND RESPONSIBILITIES, POOR LIAISON BETWEEN JOB DEVELOPERS AND INDUSTRIAL AND LABOR RELATIONS OFFICERS, LIMITED ABILITY OF TRAINEES TO MEET PRODUCTION REQUIREMENTS, AND INCONSISTENT REPORTING. (INCLUDED ARE SIX CHARTS AND 22 TABLES.) THIS DOCUMENT, PB-176-363, IS AVAILABLE FROM THE CLEARINGHOUSE FOR

(CONT.)
3675 FEDERAL SCIENTIFIC AND TECHNICAL INFORMATION, SPRINGFIELD, VA. 22151. MICROFICHE $0.65. HARD COPY $3.00. 151 PAGES. (LY)
ERIC: ED017825

3676 A PILOT STUDY TO DETERMINE THE FEASIBILITY OF INVESTIGATING NATIONALLY THE IMPACT OF LICENSING PRACTICES ON THE AVAILABILITY AND MOBILITY OF NON-PROFESSIONAL MANPOWER IN OCCUPATIONS WHERE SKILL SHORTAGES EXIST. FINAL REPORT. MAY 68
SHIMBERG, BENJAMIN, MCE, JOHN V.
EDUCATIONAL TESTING SERVICE, PRINCETON, N.J. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF MANPOWER RESEARCH.
NOTES: 105P.
CERTIFICATION, CREDENTIALS, FEASIBILITY STUDIES, LABOR SUPPLY, MOBILITY, NONPROFESSIONAL PERSONNEL, OCCUPATIONAL INFORMATION, QUALIFICATIONS, QUESTIONNAIRES, STANDARDS, STATE LEGISLATION, STATE LICENSING BOARDS, STATE STANDARDS, TESTING PROGRAMS, TESTS, CALIFORNIA, FLORIDA, ILLINOIS, NEW YORK, TEXAS
TO CARRY OUT THIS STUDY, PERSONAL INTERVIEWS WERE CONDUCTED WITH LICENSING PERSONNEL IN THE GEOGRAPHICALLY DIVERSE STATES OF NEW YORK, CALIFORNIA, FLORIDA, ILLINOIS, AND TEXAS. THE NONPROFESSIONAL OCCUPATIONS (THOSE REQUIRING NOT MORE THAN TWO YEARS OF POST-HIGH SCHOOL TRAINING) EXAMINED FOR LICENSING REQUIREMENTS IN AT LEAST ONE OF THE FIVE STATES WERE PRACTICAL NURSES, PLUMBERS, OPHTHALMIC DISPENSERS, DENTAL HYGIENISTS, PSYCHIATRIC TECHNICIANS, CLINICAL LABORATORY PERSONNEL, ELECTRICIANS, HEATING AND AIR CONDITIONING WORKERS, AND AIRCRAFT MECHANICS. SOME OF THE FACTORS BELIEVED TO CONTRIBUTE TOWARD THE INHIBITORY EFFECTS OF LICENSING ON BOTH JOB ENTRY AND INTERSTATE MOBILITY WERE (1) POOR COMMUNICATION BETWEEN APPLICANTS AND LICENSING BOARDS, (2) MISLEADING APPLICATION FORMS, (3) SUBJECTIVE AND INCONSISTENT TRAINING AND/OR EXPERIENCE REQUIREMENTS, (4) COST OF LICENSURE, (5) VARIABLE EXAMINING PROCEDURES, AND (6) INADEQUATE RECIPROCITY AGREEMENTS BETWEEN STATES AND AREAS WITHIN A GIVEN STATE. FURTHER RESEARCH DIRECTIONS WERE RECOMMENDED. COPIES OF FORM LETTERS AND THE INTERVIEW GUIDE ARE IN THE APPENDIX. (ET)
ERIC: ED023841

3677 PILOTS GUIDE TO AN AIRLINE CAREER, INCLUDING SAMPLE PRE-EMPLOYMENT TESTS. AUG 69
TRAYLOR, W.L.
NOTES: 93P.
ACHIEVEMENT TESTS, AIRCRAFT PILOTS, CAREER OPPORTUNITIES, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT QUALIFICATIONS, FLIGHT TRAINING, INTELLIGENCE TESTS, OCCUPATIONAL GUIDANCE, OCCUPATIONAL INFORMATION, PERSONALITY TESTS, SUPPLEMENTARY TEXTBOOKS, TECHNICAL EDUCATION
OCCUPATIONAL INFORMATION FOR PERSONS CONSIDERING A CAREER AS AN AIRLINE PILOT INCLUDES A DETAILED DESCRIPTION OF THE PILOTS DUTIES AND MATERIAL CONCERNING PREPARATION FOR OCCUPATIONAL ENTRY AND DETERMINING THE RELATIVE MERITS OF AVAILABLE JOBS. THE BOOK CONSISTS OF FOUR PARTS PART I, THE JOB, PROVIDES AN OVERVIEW OF A PILOTS DUTIES IN HIS DAILY ROUTINE FROM THE MOMENT HE IS HIRED UNTIL HE TAKES COMMAND OF AN AIRLINER AS CAPTAIN. PART II, HOW TO QUALIFY, DISCUSSES GENERAL EMPLOYMENT QUALIFICATIONS EDUCATIONAL BACKGROUND, TRAINING, CERTIFICATION, MEDICAL REQUIREMENTS. PART III, HOW AND WHEN TO APPLY, DESCRIBES THE HIRING PROCESS OF MOST AIRLINES INTERVIEWS, WRITTEN TESTS, ETC. PART IV, NOW THAT YOU HAVE THE JOB, DISCUSSES THE SEQUENCE OF TRAINING IN THE AIRLINE SCHOOL. SAMPLE PERSONALITY, INTELLIGENCE, AND AERONAUTICAL KNOWLEDGE TESTS ARE APPENDED. ALSO APPENDED IS A COMPREHENSIVE LIST OF ALL CERTIFIED U.S. AIR CARRIERS, THEIR ADDRESSES, PILOT HIRING REQUIREMENTS, AND CREW BASES. (CH)
ERIC: ED033231 AVIATION BOOK COMPANY, 565 1/2 WEST GLENOAKS BOULEVARD, GLENDALE, CALIFORNIA 91202 ($5.95)

3678 PINSETTER MECHANIC, AUTOMATIC (ANY IND.) 829.281--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. SEP 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 7P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, MECHANICAL SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, PINSETTER MECHANIC (AUTOMATIC)
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065630

3679 PIPE FITTER (CONST.) 862.381: PLUMBER (CONST.) 862.381 -- TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JUN 70
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 14P.

(CONT.)
3679 APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PLUMBING, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, PIPE FITTER, PLUMBER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED060100

3680 THE PITFALLS IN ALASKAS ROAD TO RICHES 1975
BUSINESS WEEK, NO.2397, SEPT 8, 1975, P. 76-78.
CAPITAL EXPENDITURE, ECONOMIC GROWTH, ECONOMICS, EMPLOYMENT, ENVIRONMENTAL PROTECTION, INFLATION, PETROLEUM INDUSTRY, REVENUE
RESOURCE DEVELOPMENT IN ALASKA HAS GIVEN RISE TO MUCH ECONOMIC TURMOIL DESPITE THE PROMISE OF WEALTH. DEVELOPMENT OF THE FRST PIPELINE SHOULD KEEP THE ECONOMY MOVING UPWARD.
MGMT: BWE75I0876

3681 PLACEMENT - A REAL SERVICE TO YOUTH. MAR 72
BUCKINGHAM, LILLIAN
BALTIMORE CITY PUBLIC SCHOOLS, MD.
NOTES: 8P.: PAPER PRESENTED AT THE AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION CONVENTION, 25-30 MARCH, 1972, CHICAGO, ILLINOIS
CAREER PLANNING, COUNSELING PROGRAMS, GUIDANCE FUNCTIONS, GUIDANCE PROGRAMS, GUIDANCE SERVICES, JOB PLACEMENT, OCCUPATIONAL GUIDANCE, PLACEMENT, PUPIL PERSONNEL SERVICES, STUDENT PLACEMENT
A DESCRIPTION OF THE BEGINNING, GROWTH, AND PRESENT STATUS OF THE HIGHLY SUCCESSFUL PLACEMENT SERVICE OF THE BALTIMORE CITY PUBLIC SCHOOLS, AN EXTENSION OF GUIDANCE SERVICE, WAS GIVEN. A BROAD SPECTRUM OF ACTIVITIES OF THE PLACEMENT SERVICE WILL RANGE THROUGH EARN-LEARN PROGRAMS WITH SPECIAL EMPHASIS ON THE GENERAL STUDENT: THE CO-INVOLVEMENT OF BUSINESS AND INDUSTRY FOR WORKSHOPS, PROJECT GO, THE SUCCESSFUL COOPERATIVE ARRANGEMENT WITH THE JOB BANK OF THE MARYLAND STATE DEPARTMENT OF EMPLOYMENT SECURITY AND THE DEPARTMENT OF SOCIAL SERVICES: THE OPERATION OF EMPLOYMENT CENTERS IN SCHOOLS: AND SPECIALIZED JOB DEVELOPMENT IN ORDER TO POINT OUT THE INTERLOCK OF THE VARIOUS EDUCATION PROGRAMS AND IMPLICATIONS FOR CAREER EDUCATION. THE INFORMATION GAINED CONCERNING OCCUPATIONAL OPPORTUNITIES, LABOR CONDITIONS, EDUCATIONAL QUALIFICATIONS AND WORKER CHARACTERISTICS ARE VALUABLE IN COUNSELING YOUTH, ESTABLISHING STRONGER LINKS BETWEEN EDUCATION AND THE EMPLOYMENT WORLD, AND IN REVISING CURRICULUM TO MEET THE NEEDS OF ALL YOUTH. (AUTHOR)
ERIC: ED066682

3682 PLACEMENT AND AFTER A MANUAL FOR COACHES AND OTHER EMPLOYMENT WORKERS. PROGRAM IN MANPOWER STUDIES AND JOBS-NOW. 71
GORDON, JESSE E.:ERFURT, JOHN C.
MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS.: MICHIGAN UNIV., ANN ARBOR. SCHOOL OF SOCIAL WORK. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 252P.
EMPLOYMENT COUNSELORS, EMPLOYMENT PROBLEMS, EMPLOYMENT SERVICES, JOB DEVELOPMENT, MANPOWER DEVELOPMENT, MANUALS, PROBLEM SOLVING, JOBS NOW, PROGRAM IN MANPOWER STUDIES
THIS MANUAL SYSTEMATIZES THE TECHNIQUES AND STRATEGIES THAT EMPLOYMENT WORKERS USED IN JOBS NOW, THE MANPOWER AGENCY WHICH DEVELOPED THE COACHING ROLE THAT HAS SUBSEQUENTLY BEEN ADOPTED THROUGHOUT THE COUNTRY. IT IS DESIGNED BOTH FOR THOSE PEOPLE WITH A GENERAL INTEREST IN STAFF-CLIENT RELATIONS AND TECHNIQUES AND FOR THOSE CONCERNED WITH SPECIFIC PROBLEMS AND PROBLEM-SOLVING STRATEGIES AND IN NEED OF A REFERENCE SOURCE CONTAINING SPECIFIC HELPFUL INFORMATION. THE CHAPTERS HAVE BEEN ORGANIZED ACCORDING TO THE MAJOR AREAS OF CLIENT PROBLEMS NEED OF A JOB OR TRAINING PLACEMENT: REJECTION OF A JOB REFERRAL: UNCOOPERATIVE OR RESISTANT EMPLOYER: BEING FIRED OR LAID OFF: QUITTING THE JOB: IN TROUBLE WITH THE LAW: AND PERSONAL PROBLEMS. EACH CHAPTER FOLLOWS THE FORMAT OF (1) STATING THE PROBLEM: (2) A LISTING OF MAJOR OBJECTIVES IN HANDLING THE PROBLEM: (3) A DISCUSSION OF STRATEGIES AND TECHNIQUES USED TO REACH THE OBJECTIVES: AND (4) A LIST OF RESOURCES NECESSARY OR USEFUL IN CARRYING OUT THE STRATEGIES. (TA)
ERIC: ED058585

3683 PLACEMENT AND COUNSELING IN A CHANGING LABOR MARKET PUBLIC AND PRIVATE EMPLOYMENT AGENCIES AND SCHOOLS. FINAL REPORT. AUG 70
THAL-LARSEN, MARGARET:AND OTHERS
CALIFORNIA UNIV., BERKELEY. INST. OF INDUSTRIAL RELATIONS. MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C.
NOTES: 758P.

(CONT.)

3683 COUNSELING EFFECTIVENESS, EMPLOYMENT SERVICES, GOVERNMENT ROLE, INTERPROFESSIONAL RELATIONSHIP, JOB PLACEMENT, JUNIOR COLLEGES, LABOR MARKET, MANPOWER DEVELOPMENT, MANPOWER NEEDS, MANPOWER UTILIZATION, OCCUPATIONAL GUIDANCE, PERSONNEL SELECTION, SECONDARY SCHOOLS, EDUCATIONAL AGENCIES, EMPLOYMENT AGENCIES, LABOR MARKET INFORMATION, SAN FRANCISCO BAY AREA
THE OBJECTIVES OF THE STUDY WERE (1) TO DETERMINE THE IMPACT OF MANPOWER LEGISLATION, POLICIES, AND PRACTICES ON THE RELATIVE ROLES AND EFFECTIVENESS OF PUBLIC AND PRIVATE EMPLOYMENT AGENCIES AND ON THE CONDUCT OF SCHOOL OCCUPATIONAL GUIDANCE ACTIVITIES IN THE PERIOD 1960-1969, AND (2) TO DETERMINE THE RELATIONSHIPS THAT EXIST BETWEEN EMPLOYMENT AGENCIES AND EDUCATIONAL INSTITUTIONS, PARTICULARLY IN THE DEVELOPMENT, TRANSMISSION, AND USE OF INFORMATION ON OCCUPATIONAL CHANGES IN THE PLANNING OF VOCATIONAL EDUCATION AND TRAINING PROGRAMS. DATA WERE COLLECTED BY QUESTIONNAIRE FROM THE PUBLIC EMPLOYMENT SERVICE, PRIVATE PLACEMENT SERVICES, AND COUNSELORS IN SECONDARY SCHOOLS AND JUNIOR COLLEGES IN THE SAN FRANCISCO BAY AREA. BECAUSE OF THE NARROW GEOGRAPHIC AREA AND INDEPTH INTERVIEWING, THIS STUDY DOCUMENTS VARIOUS ASPECTS OF RECENT MANPOWER DEVELOPMENTS. NEITHER THE EMPLOYMENT SERVICE NOR THE SCHOOLS OF THE AREA POSSESS ADEQUATE LABOR MARKET INFORMATION, WHICH PARTICIPANTS AGREE IS AN ESSENTIAL RESOURCE FOR EFFECTIVE PERFORMANCE OF ASSIGNED DUTIES. IT WAS RECOMMENDED THAT A SYSTEM TO PROVIDE SUCH INFORMATION BE CREATED IN THE BAY AREA. (AUTHOR/GE)
ERIC: ED057202 NATIONAL TECHNICAL INFORMATION SERVICE, OPERATIONS DIVISION, SPRINGFIELD, VIRGINIA 22151 (PB 197 271, MF $.95; SEE CATALOG FOR HARDCOPY PRICE)

3684 PLACEMENT AND FOLLOW-UP IN THE VOCATIONAL REHABILITATION PROCESS. NINTH INSTITUTE ON REHABILITATION SERVICES. MAY 71
KENTUCKY STATE DEPT. OF EDUCATION, FRANKFORT. BUREAU OF REHABILITATION SERVICES.
REHABILITATION SERVICES ADMINISTRATION (DHEW), WASHINGTON, D.C.
GRANT NO. SRS-25007
NOTES: 153P.
EMPLOYMENT COUNSELORS, EMPLOYMENT PRACTICES, EMPLOYMENT PROGRAMS, GUIDELINES, JOB PLACEMENT, PROGRAM IMPROVEMENT, REHABILITATION PROGRAMS, STATE OF THE ART REVIEWS, VOCATIONAL COUNSELING, VOCATIONAL REHABILITATION
THE REPORT WAS PREPARED TO INCREASE AWARENESS OF THE IMPORTANCE AND NATURE OF THE PLACEMENT PROCESS, TO REVIEW CURRENT PRACTICES IN PLACEMENT AND FOLLOWUP, AND TO PROVIDE GUIDELINES TO ASSIST REHABILITATION COUNSELORS IN IMPROVING THE DELIVERY OF PLACEMENT AND FOLLOWUP SERVICES. (NTIS)
ERIC: ED127415 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (PB-243-209; MF $2.25, HC $6.25)

3685 PLACEMENT AND THE VIETNAM-ERA VETERAN IN TRANSITION JUN 73
KELZ, JAMES W.
JOURNAL OF EMPLOYMENT COUNSELING;10:2:79-84
VETERANS, EMPLOYMENT COUNSELORS, EMPLOYMENT SERVICES, OCCUPATIONAL GUIDANCE, JOB PLACEMENT, PLACEMENT
THIS ARTICLE TRACES THE ETIOLOGY AND NATURE OF OUR CONCERN FOR VIETNAM-ERA VETS AND SUGGESTS THAT A SUCCESSFUL PLACEMENT PROGRAM DEPENDS UPON THREE FACTORS (A) AN UNDERSTANDING OF THE CHARACTERISTICS OF PRESENT-DAY VETERANS, (B) AN AWARENESS OF AGENCIES, PROGRAMS, AND INDUSTRIES COMPRISING THE NETWORK OF HELPING SERVICES, AND (C) KNOWLEDGE OF EMPLOYERS AND THE NATURE OF THE JOBS AVAILABLE. (AUTHOR)
ERIC: EJ081096

3686 PLACEMENT RATES FOR SPANISH SUR-NAMED STUDENTS MAY 76
DAVIS, EVERETT E.;EVANS, JOHN T.
JOURNAL OF COLLEGE PLACEMENT;36:4:59-60
JOB PLACEMENT, COLLEGE GRADUATES, MEXICAN AMERICANS, COUNSELING EFFECTIVENESS, RESEARCH PROJECTS, VOCATIONAL COUNSELING, HIGHER EDUCATION
A SURVEY OF GRADUATES SUPPLIED THE NECESSARY DATA ON THE HIRING RATES OF MEXICAN-AMERICAN STUDENTS FOR ONE SOUTHWESTERN UNIVERSITY. (AUTHOR)
ERIC: EJ141037

3687 PLACEMENT SERVICES A TRAINING MANUAL. 77
NATIONAL ADVISORY COUNCIL ON VOCATIONAL EDUCATION, WASHINGTON, D.C.; NATIONAL ASSOCIATION FOR INDUSTRY - EDUCATION COOPERATION, BUFFALO, N.Y. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. OEC-0-74-3868
NOTES: 157P.
CAREER PLANNING, EMPLOYMENT SERVICES, EQUAL OPPORTUNITIES (JOBS), JOB APPLICANTS, JOB PLACEMENT, JOB SEARCH METHODS, MODELS, OCCUPATIONAL GUIDANCE, PUPIL PERSONNEL SERVICES, SCHOOL COMMUNITY COOPERATION, SECONDARY EDUCATION, VOCATIONAL COUNSELING, YOUTH
THIS SELF-CONTAINED INSTRUCTIONAL PACKAGE DEFINES A COMPREHENSIVE JOB PLACEMENT PROGRAM AS A COORDINATED SERIES OF ACTIVITIES INVOLVING SCHOOL-COMMUNITY INTERACTION, STAFF TRAINING AND CURRICULUM DEVELOPMENT RESULTING IN YOUTH BEING ABLE TO OBTAIN AND RETAIN SATISFYING EMPLOYMENT. THE AUTHOR AND CONTRIBUTORS FOCUS THEIR EFFORTS ON PRESENTING CASE STUDIES, HELPFUL SUGGESTIONS, AND SAMPLE FORMS AND PROCEDURES AS TEACHING-LEARNING AIDS. AS A RESULT OF STUDYING THIS MANUAL AND IMPLEMENTING ITS SUGGESTED ACTIVITIES, STATE DEPARTMENTS OF EDUCATION AND LOCAL EDUCATION AGENCY ADMINISTRATORS WILL BE ABLE TO CONSTRUCT A COMPREHENSIVE MODEL FOR A JOB PLACEMENT PROGRAM WITH A VALID RATIONALE. (VG)
ERIC: ED142995 PRAKKEN PUBLICATIONS, INC., ANN ARBOR, MICHIGAN 48107 (HC $8.45, QUANTITY DISCOUNTS AVAILABLE)

3688 PLACEMENT SERVICES IN THE VOCATIONAL REHABILITATION PROGRAM DEC 74
DUNN, DENNIS J.;CURRIE, LAWRENCE;MENZ, FREDRICK;SCHEINKMAN, NORMAN;AND
WISCONSIN UNIV.-STOUT, MENOMONIE. RESEARCH AND TRAINING CENTER. SOCIAL AND
REHABILITATION SERVICE, WASHINGTON, D.C.
GRANT NO. SRS-16-56821
NOTES: SPECIAL REPT. 133P
VOCATIONAL GUIDANCE, SERVICES, HANDICAPPED PERSONS, DISABLED PERSONS, VOCATIONAL
REHABILITATION, LABOR MARKET, OCCUPATIONAL CHOICE, JOB DEVELOPMENT, NTISHEWRSA
THIS MONOGRAPH DEVELOPS A SYSTEMATIC APPROACH TO THE DELIVERY OF PLACEMENT AND
POST-PLACEMENT SERVICES IN THE VOCATIONAL REHABILITATION PROGRAM. THE VOCATIONAL
REHABILITATION PROCESS IS CONCEPTUALIZED AS ONE WHICH FACILITATES THE TRANSITION INTO
WORK OF DISABLED PERSONS, AND WHICH PROVIDES THOSE SPECIFIC SERVICES NECESSARY TO ASSIST
DISABLED PERSONS AT ALL STAGES OF THIS TRANSITION PROCESS. CONSEQUENTLY, A CONCERN WITH
PLACEMENT AND EVENTUAL JOB ADJUSTMENT MUST BE EVIDENT AT ALL STAGES OF THE PROCESS, AND
NOT MERELY CONFINED TO THE END STAGE. THE REPORT CONCLUDES WITH A NUMBER OF SPECIFIC
ADMINISTRATIVE, PROGRAM, AND RESEARCH RECOMMENDATIONS TO IMPROVE PLACEMENT SERVICES.
NTIS: PB-254 733/3ST NTIS PRICES PC$6.00/MF$2.25

3689 PLACEMENT SERVICES. A TRAINING MANUAL. 75
NATIONAL ASSOCIATION FOR INDUSTRY EDUCATION COOPERATION, BUFFALO, N.Y.; NATIONAL
ADVISORY COUNCIL ON VOCATIONAL EDUCATION, WASHINGTON, D.C. OFFICE OF EDUCATION (DHEW),
WASHINGTON, D.C.
CONTRACT NO. OEC-0-74-3868
NOTES: 229P.
JOB PLACEMENT, SCHOOL COMMUNITY PROGRAMS, CURRICULUM GUIDES, INSERVICE EDUCATION,
PROGRAM DEVELOPMENT, STUDENT PLACEMENT, SECONDARY EDUCATION, MANUALS, WORKSHOPS,
OCCUPATIONAL GUIDANCE, VOCATIONAL COUNSELING, EMPLOYMENT SERVICES, ARMED FORCES,
LEARNING ACTIVITIES
THIS MANUAL IS A SELF-CONTAINED INSTRUCTIONAL PACKAGE FOR A JOB PLACEMENT SERVICES
TRAINING WORKSHOP FOR EDUCATIONAL PERSONNEL: THE WORKSHOP REQUIRES APPROXIMATELY 70
HOURS AND IS TO BE OVER A PERIOD OF ONE TO TWO MONTHS. IT DESCRIBES A COMPREHENSIVE
SCHOOL-SYSTEM-BASED JOB PLACEMENT SERVICES PROGRAM, AND INCLUDES DISCUSSIONS OF
COMMUNITY RESOURCES AND THE ORGANIZATION AND MANAGEMENT OF SERVICES RELATED TO STUDENT
JOB-SEEKING SKILLS, JOB DEVELOPMENT, AND PLACEMENT. THE MANUAL IS ORGANIZED INTO 12
CHAPTERS AND DIVIDED INTO THE MAJOR SECTIONS OF THE BASIC FOUNDATIONS, OPERATIONS AND
MANAGEMENT, AND ORGANIZING THE COMMUNITY. EACH CHAPTER CONTAINS A SET OF LEARNING
OBJECTIVES AND A CONCEPTUAL DISCUSSION PRESENTING A CONSISTENT PROGRAM PHILOSOPHY,
MISSION AND STRATEGY AS DERIVED FROM THE LITERATURE AND VISITATIONS WITH JOB PLACEMENT
SERVICES PROGRAM DIRECTORS. AT THE END OF EACH CHAPTER ARE LEARNING ACTIVITIES,
REFERENCES, AND SUGGESTED READINGS WHICH PRESENT ALTERNATIVE MODELS AND PROCEDURES AS
WELL AS SUPPORTIVE MATERIAL FOR THE BASIC TEXT. THE EXERCISES ARE DESIGNED TO PERMIT THE
STUDENT TO DEVELOP AND DESIGN A JOB PLACEMENT SERVICES PROGRAM FOR HIS OR HER SCHOOL
SYSTEM. CASE STUDIES, SAMPLE FORMS AND PROCEDURES, AND OTHER TEACHING AIDS RELATED TO
THE UNITS ARE APPENDED. (NJ)
AIM/ARM: VT103485 PRAKKEN PUBLICATIONS, INC., 416 LONGSHORE DRIVE, ANN ARBOR,
MICHIGAN 48127.

3690 A PLAN FOR THE U.S. ECONOMY 1976
ROSEN, G.R.
DUNS REVIEW, VOL.107, NO.3, MAR 1976, P. 35-37.
BUREAUCRACY, ECONOMETRICS, ECONOMIC FORECAST, ECONOMIC PLANNING, ECONOMICS, INCOME,
INFLATION, LAW, RECESSION, UNEMPLOYMENT
NATIONAL ECONOMIC PLANNING MIGHT COME ABOUT IF A BILL IS PASSED, NOW ENDORSED BY MANY
DEMOCRATS. EMPLOYMENT LEVELS, PRICE STABILITY AND INCOME DISTRIBUTION, TRANSPORTATION,
HOUSING AND URBAN DEVELOPMENT GOALS WOULD BE INCLUDED. LEVELS IN ALL ECONOMIC SECTORS
WOULD BE USED TO ASSESS RESOURCES AVAILABLE TO OBTAIN GOALS.
MGMT: JUN76C0035

3691 PLANNED AND UNPLANNED ASPECTS OF OCCUPATIONAL CHOICES BY YOUTH TOWARD A MORPHOLOGY OF
OCCUPATIONAL CHOICE. 15 DEC 67
ELLIS, ROBERT A.;TYLER, LEONA
OREGON UNIV., EUGENE. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
CONTRACT NO. OEC-5-85-026
NOTES: 96P.
CAREER CHOICE, DECISION MAKING, MORPHOLOGY (LANGUAGES), OCCUPATIONAL CHOICE
A MAJOR TASK IN THE PRESENT STUDY WAS TO DEVELOP A MORPHOLOGY OF OCCUPATIONAL CHOICE
THAT WOULD ARTICULATE THE MAIN SECTORS IN WHICH OCCUPATIONAL DECISIONS ARE MADE. THESE
FOUR MAJOR SECTORS, SERVING AS SOCIAL INCENTIVES, INFLUENCE THE CHOICES YOUTH MAKE OF
THEIR FUTURE LIFE WORK (1) THE INTRINSIC FEATURES OF THE WORK TASK, (2) THE EXTRINSIC
REWARDS OF WORK, (3) THE EXTRA-ROLE CONSIDERATIONS, AND (4) THE PERCEIVED FEASIBILITY OF
THE OCCUPATIONAL GOALS. EACH OF THESE FOUR SECTORS CAN, IN TURN BE DIFFERENTIATED INTO
SUBCOMPONENTS. IN ITS MOST ELABORATE FORM, THE MORPHOLOGY COMPRISES 27 ELEMENTS OF
CHOICE. DETAILED CODING PROCEDURES FOR THE MORPHOLOGY WERE DEVELOPED, WITH PARALLEL
FORMS CONSTRUCTED FOR USE WITH CHOICE AND EXCLUSION DATA. TESTS WERE MADE OF THE
USEFULNESS OF THE MORPHOLOGY FOR CLASSIFYING THE STRUCTURE OF WHAT IS CHOSEN (OR
REJECTED) IN OCCUPATIONAL DECISIONS. A SIGNIFICANT BY-PRODUCT OF THE PRESENT INQUIRY WAS
THE DEVELOPMENT OF A SOCIAL TIME PERSPECTIVE SCALE THAT CAN BE USED FOR ASSESSING THE
EXTENT TO WHICH YOUTH ADOPT A LONG-TERM VIEW OF THE FUTURE. A FINAL CONCERN WAS THE
METHODOLOGICAL ISSUE OF THE COMPATIBILITY OF INTERVIEW AND QUESTIONNAIRE DATA ON

(CONT.)
3691 OCCUPATIONAL CHOICE AND ITS RELATED FACTORS. DESPITE EXPECTATIONS TO THE CONTRARY, THE FINDINGS REVEALED FUNDAMENTALLY DIFFERENT RESULTS ARE YIELDED BY THE TWO PROCEDURES. (AUTHOR)
ERIC: ED024075

3692 A PLANNED COMMUNITY FOR MIGRATORY FARM WORKERS--A PROPOSAL FOR A DEMONSTRATION PROJECT. JAN62
PEERY, A.B.
BISHOPS COMMITTEE FOR THE SPANISH SPEAKING, SAN ANTONIO, TEX.
NOTES: 31P.
COMMUNITY PLANNING, FARM LABOR, HEALTH SERVICES, HOUSING NEEDS, JOB PLACEMENT, MIGRANT WORKER PROJECTS, MIGRANT WORKERS, PLANNED COMMUNITY, SAN ANTONIO, TEXAS
A DEMONSTRATION PROJECT FOR MIGRATORY FARM LABORERS HOME-BASED IN SOUTH TEXAS IS PROPOSED. THE PURPOSE IS TO DESIGN A PLANNED COMMUNITY CONTAINING HOUSING, HEALTH FACILITIES, ORIENTATION AND EDUCATIONAL FACILITIES, JOB-PLACEMENT FACILITIES, AND SOCIAL, RECREATIONAL, AND COMMERCIAL FACILITIES. THE PLANNED COMMUNITY WOULD PROVIDE SAFE, SANITARY, AND DECENT SHELTER, IT WOULD PROVIDE OPPORTUNITIES TO IMPLEMENT STABILIZING JOB-PLACEMENT PRACTICES. SOCIAL AGENCIES AND TEACHERS WOULD HAVE A BASE FROM WHICH TO BEGIN THE WORK OF ORIENTATION AND EDUCATION TO ENABLE THE MIGRANT TO FIND A PRODUCTIVE AND STABLE PLACE IN THE ECONOMIC AND SOCIAL LIFE OF THE COMMUNITY. A NEIGHBORHOOD OF HOUSES WOULD FORM A COMMUNITY TO FIT THE NEEDS OF THE MIGRATORY FARM LABOR FAMILY. JOB-PLACEMENT FACILITIES WOULD FORM AN IMPORTANT PART OF THE COMMUNITY CONCEPT. HEALTH FACILITIES OF AT LEAST A MINIMAL NATUE SHOULD BE PROVIDED. SPACE FOR CHEST X-RAY, INOCULATION, MATERNITY CARE, AND CONSULTATION IS ESSENTIAL TO BEGIN TO REVERSE THE HIGH INCIDENCE AMONG MIGRANTS OF TUBERCULOSIS AND OTHER RESPIRATORY DISEASES, INFANT MORTALITY, AND PARASITIC INFESTATION. SPACE FOR THE EDUCATION AND ORIENTATION OF MIGRANTS SHOULD CONTAIN ROOM FOR A LANGUAGE PROGRAM. SOCIAL, RECREATIONAL, AND COMMERCIAL FACILITIES WOULD GROW AS THE COMMUNITY BECOMES MORE STABLE. THE SELECTION OF THE SITE FOR THE PROJECT DEPENDS UPON SPONSORSHIP AND AVAILABILITY OF FINANCING. ANALYSIS SHOULD BE MADE OF INDIVIDUAL AND COLLECTIVE NEEDS OF MIGRANTS, OF SUITABLE AND AVAILABLE SITES FOR THE PROJECT, AND OF METHODS OF FINANCING. A PROGRAM SHOULD BE DRAFTED WHICH CONTAINS THE CHOICE OF THE SPONSOR, THE CHOICE OF SITE, THE BUDGET, THE METHOD OF FINANCING, AND THE DESIGN AND PLANNING CRITERIA FOR DEVELOPMENT. DESIGN SHOULD INCLUDE NEIGHBORHOOD AND SITE PLANS, BUILDING DESIGNS, OUTLINE SPECIFICATIONS OF CONSTRUCTION TECHNIQUES, AND COST ESTIMATES. GRAPHS INTERPRETING
ERIC: ED002351

3693 PLANNING AHEAD FOR THE WORLD OF WORK RESEARCH REPORT ABSTRACT, TEACHER MANUAL, STUDENT MATERIALS, TRANSPARENCY MASTERS. JAN 71
VETTER, LOUISE:SETHNEY, BARBARA J.
OHIO STATE UNIV., COLUMBUS. CENTER FOR VOCATIONAL AND TECHNICAL EDUCATION. OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C. BUREAU OF RESEARCH.
GRANT NO. OEG-3-7-000158-2037
NOTES: 96P.
CAREER PLANNING, COMPARATIVE ANALYSIS, CURRICULUM DEVELOPMENT, FEMALES, INSTRUCTIONAL MATERIALS, MANUALS, OCCUPATIONAL INFORMATION, PILOT PROJECTS, SECONDARY EDUCATION, STUDENT ATTITUDES, TRANSPARENCIES, VOCATIONAL EDUCATION, OCCUPATIONAL EXPLORATION
EXPANDING EDUCATIONAL AND OCCUPATIONAL OPPORTUNITIES FOR GIRLS AND WOMEN HAVE OCCURRED AS ATTITUDES TOWARD WOMEN WORKERS HAVE BECOME MORE LIBERALIZED AND AS LEGISLATION HAS PROVIDED FOR SUCH OPPORTUNITIES AND CHANGES. HOWEVER, RESEARCH HAS INDICATED THAT MANY SECONDARY-SCHOOL-AGE GIRLS HAVE UNREALISTIC EDUCATIONAL AND VOCATIONAL PLANS AND INCOMPLETE KNOWLEDGE OF RELEVANT FACTS ABOUT THE WORLD OF WORK. THEREFORE, THE PURPOSE OF THIS PROJECT WAS TO DEVELOP A PACKAGE OF CURRICULUM MATERIALS DESIGNED TO AID GIRLS IN CONSIDERING FUTURE ALTERNATIVES IN TERMS OF LABOR FORCE PARTICIPATION AND ADULT FEMALE ROLES. CURRICULUM MATERIALS AND A QUESTIONNAIRE CONSISTING OF ATTITUDE, OBJECTIVE, AND DEMOGRAPHIC ITEMS WERE DEVELOPED AND PILOT TESTED AT THE SEVENTH, NINTH, AND ELEVENTH GRADE LEVELS. IT WAS FOUND THAT STUDENTS AT ALL GRADE LEVELS GAINED INFORMATION ABOUT THE WORLD OF WORK AND WOMENS ROLES IN EMPLOYMENT THROUGH THE USE OF THESE MATERIALS. A MAJOR RECOMMENDATION WAS THAT, WITH SLIGHT REVISIONS, THE MATERIALS WOULD BE APPROPRIATE TO USE WITH CLASSES OF BOYS AND GIRLS. (AUTHOR)
ERIC: ED050272 CENTER FOR VOCATIONAL AND TECHNICAL EDUCATION, OHIO STATE UNIVERSITY, 1900 KENNY ROAD, COLUMBUS, OHIO 43210 (NO CHARGE)

3694 PLANNING AND ECONOMIC DEVELOPMENT UNDER CETA 1976
BAROCCI, T.A.
ADHERENT, VOL.3, NO.2, AUG 1976, P. 42-53, BIBLIOG. 15
ECONOMIC PLANNING, ECONOMIC RECOVERY, ECONOMICS, GOALS AND OBJECTIVES, GOVERNMENT BUREAUCRACY, INCOME DISTRIBUTION, JOB TRAINING, LABOR MARKET, LEGISLATION, PUBLIC ADMINISTRATION, RECESSION, RESOURCE ALLOCATION, UNEMPLOYMENT
ONE OF THE MAJOR TROUBLE SPOTS IN THE PERFORMANCE OF CETA IS A LACK OF STRATEGIC PLANNING WITH CLEARLY DELINEATED GOALS AND PRIORITIES. INSTITUTIONAL TRAINING, ON THE JOB TRAINING AND PUBLIC SERVICE EMPLOYMENT PROGRAMS ARE DISCUSSED.
MGMT: ADM76M0042

3695 PLANNING FULL EMPLOYMENT MAY-JUN 76
GINZBERG, ELI
SOCIETY:13:4:57-64
GOVERNMENT ROLE, SOCIAL PLANNING, EMPLOYMENT, NEGRO EMPLOYMENT, SOCIAL CHANGE, FEDERAL

(CONT.)
3695 GOVERNMENT, PUBLIC POLICY, EMPLOYMENT PROGRAMS, INCOME, UNIONS
AN INTERVIEW BY IRVING LOUIS HOROWITZ CONDUCTED AT PRINCETON UNIVERSITY, HOROWITZ SEMINAR ON SOCIAL SCIENCE AND PUBLIC POLICY, FEBRUARY 11, 1976. ELI GINZBERG IS A BARTON HEPBURN PROFESSOR OF ECONOMICS AT COLUMBIA UNIVERSITY AND DIRECTOR OF THE CONSERVATION OF HUMAN RESOURCES PROJECT, CHAIRMAN OF THE NATIONAL COMMISSION FOR MANPOWER POLICY. (JM)
ERIC: EJ146483

3696 PLANNING JOBS FOR PEOPLE, ANNUAL REPORT, NO. 5, 1 JULY 71-30 JUNE 72. APR 73
ECONOMIC DEVELOPMENT ADMINISTRATION (DOC), WASHINGTON, D.C.; MEMPHIS STATE UNIV., TENN. REGIONAL ECONOMIC DEVELOPMENT CENTER.
NOTES: 78P.
COMMUNITY DEVELOPMENT, ECONOMIC DEVELOPMENT, EMPLOYMENT PROGRAMS, JOB DEVELOPMENT, MANAGEMENT DEVELOPMENT, MANPOWER UTILIZATION, REGIONAL PLANNING, SOCIOECONOMIC STATUS, TECHNICAL REPORTS, TENNESSEE
THE STUDY REPORTS ON ACTIVITIES WHICH INCLUDE 59 MANAGEMENT ASSISTANCE PROJECTS RESULTING IN 1,983 JOBS AND PAYROLLS AMOUNTING TO $9,097,000. IN ADDITION, THE REPORT DESCRIBES WORK WITH LOCAL COMMUNITY LEADERS TO MAKE AVAILABLE INFORMATION AND TECHNIQUES NEEDED TO PROVIDE PUBLIC FACILITIES IN SUPPORT OF ECONOMIC DEVELOPMENT. THE REPORT DESCRIBES STRATEGY FOR DEVELOPING SUBREGIONS IN TENNESSEE AS WELL AS METHODS USED BY THE UNIVERSITY CENTER FOR TECHNICAL ASSISTANCE AND MANAGEMENT PROJECTS. (AUTHOR)
ERIC: ED079604 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VA. 22151 (COM-73-10794, MF $1.45, HC $3.00)

3697 A PLANNING MODEL FOR PUBLIC MANPOWER SYSTEMS 1974
BELLAS, C.; KAMALAS, H.
AMERICAN INSTITUTE FOR DECISION SCIENCES PROCEEDINGS, NO.6, OCT/NOV 1974, P. 175.
DECISION MODELS, GOVERNMENT AGENCY, HUMAN RESOURCE DEVELOPMENT, HUMAN RESOURCE INVENTORY, LABOR FORCE, MANAGEMENT, MODELING, PERSONNEL MANAGEMENT, PLANNING, SIMULATION
THE MODEL BASICALLY DESCRIBES A MODEL DEVELOPED BY THE AUTHOR TO AID GOVERNMENT AGENCY IN PLANNING FOR OPTIMUM MANPOWER RESOURCES MIX. THE MODEL DESCRIBED AND USED IS ONE OF THE SIMULATION TYPE.
MGMT: AID74J0175

3698 PLANNING OF MEDICAL MANPOWER 1976
PIZAM, A.; NEUMANN, Y.
LONG RANGE PLANNING, VOL.9, NO.1, FEB 1976, P. 44-52, BIBLIOG. 20
EDUCATION, FORECASTING, HEALTH MAINTENANCE ORGANIZATION, ISRAEL, LONG RANGE PLANNING AND OBJECTIVES, MANAGEMENT, MEDICAL, PLANNING, PUBLIC ADMINISTRATION, QUANTITATIVE METHODS, TRAINING AND DEVELOPMENT
ISRAELS CONSCIOUS POLICY OF PROVIDING AND MEETING THE DEMAND FOR MEDICAL PROFESSIONALS UP TO A 1982 TIME HORIZON IS DESCRIBED. ESTIMATION METHODS FOR DEMAND INCLUDE A COMPREHENSIVE SURVEY OF ALL MAJOR MEDICAL SERVICES TO BE OFFERED, AND FOR SUPPLY CONSIST OF MULTIVARIABLE EQUATIONS BASED ON PAST DATA AND TRENDS.
MGMT: LRP7600044

3699 PLANNING PRE-EMPLOYMENT PROGRAMS, CONDUCTING JOB DEVELOPMENT PROGRAMS, JOB PLACEMENT PROGRAMS, FOLLOW-UP AND FOLLOW-THROUGH PROGRAMS, COORDINATORS GUIDE. DEC 76
FIELDING, JOYCE;FIELDING, MARVIN R.
AMERICAN INSTITUTES FOR RESEARCH IN THE BEHAVIORAL SCIENCES, PALO ALTO, CALIF.; NATIONAL CONSORTIUM ON COMPETENCY-BASED STAFF DEVELOPMENT, OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 99P.; FOR PARTICIPANTS WORKBOOK, SEE CG 011 815-819
CAREER PLANNING, COORDINATORS, FOLLOWUP STUDIES, GUIDANCE PERSONNEL, INSERVICE EDUCATION, JOB PLACEMENT, JOB SEARCH METHODS, LEARNING MODULES, OCCUPATIONAL GUIDANCE, PROGRAM PLANNING, STUDENT PLACEMENT, WORKSHOPS
THIS COORDINATORS GUIDE IS DESIGNED TO ASSIST IN LEADING A WORKSHOP COVERING FOUR COMPETENCY BASED MODULES IN JOB PLACEMENT, FOLLOW-UP AND FOLLOW-THROUGH. THE PURPOSE OF THE MODULES IS TO HELP THE PLACEMENT COORDINATORS PLAN, IMPLEMENT, AND EVALUATE A PROGRAM OF JOB PLACEMENT SERVICES IN A SCHOOL SETTING. THE CONTENT AREAS OF THE FOUR MODULES ARE (1) PRE-EMPLOYMENT, (2) JOB DEVELOPMENT, (3) REFERRAL AND PLACEMENT, AND (4) FOLLOW-UP AND FOLLOW-THROUGH. EACH MODULE SHOULD TAKE APPROXIMATELY SIX TO SEVEN HOURS OF INSTRUCTIONAL TIME. THEY ARE PLANNED FOR GROUP PRESENTATION AND REQUIRE A WORKSHOP COORDINATOR WITH SOME PREVIOUS EXPERIENCE IN THE FIELD OF JOB PLACEMENT TO LEAD THE GROUP. A RATIO OF 21-27 PARTICIPANTS TO ONE WORKSHOP COORDINATOR IS SUGGESTED. THIS GUIDE WILL PROVIDE AN OVERVIEW OF THE ROLE OF THE WORKSHOP COORDINATOR; SUGGESTIONS FOR PERFORMING WORKSHOP FUNCTIONS; LISTS OF MATERIALS REQUIRED; AN OVERVIEW OF MODULE ACTIVITIES; METHODS OF ASSESSING PARTICIPANT ACHIEVEMENTS OF MODULE GOALS; AND SUGGESTIONS FOR WRAPPING UP THE WORKSHOP. (AUTHOR)
ERIC: ED140207

3700 PLANNING PRE-EMPLOYMENT PROGRAMS, MODULE 1. DEC 76
FIELDING, JOYCE;FIELDING, MARVIN R.
AMERICAN INSTITUTES FOR RESEARCH IN THE BEHAVIORAL SCIENCES, PALO ALTO, CALIF.; NATIONAL CONSORTIUM ON COMPETENCY-BASED STAFF DEVELOPMENT, OFFICE OF EDUCATION (DHEW), WASHINGTON, D.C.
NOTES: 94P.; FOR COORDINATORS GUIDE, SEE CG 011814; FOR OTHER PARTICIPANTS MANUALS SEE CG 011 816-819.

(CONT.)
3700 CAREER PLANNING, GUIDANCE PERSONNEL, INSERVICE EDUCATION, JOB APPLICATION, JOB PLACEMENT, JOB SEARCH METHODS, LEARNING MODULES, OCCUPATIONAL GUIDANCE, PROGRAM PLANNING, STUDENT PLACEMENT, WORKSHOPS
THIS IS THE FIRST OF FOUR MODULES ON DEVELOPING A COMPREHENSIVE PROGRAM OF JOB PLACEMENT SERVICES IN A SCHOOL SETTING. THE PURPOSE OF THESE MODULES IS TO HELP THE PLACEMENT COORDINATOR PLAN, IMPLEMENT, AND EVALUATE A PROGRAM OF JOB PLACEMENT SERVICES TO MEET STUDENT NEEDS. THE CONTENT AREAS OF THE FOUR MODULES ARE (1) PRE-EMPLOYMENT, (2) JOB DEVELOPMENT, (3) REFERRAL AND PLACEMENT, AND (4) FOLLOW-UP AND FOLLOW-THROUGH. THEY CONCENTRATE ON THE DEVELOPMENT OF SKILLS AND KNOWLEDGES REQUIRED BY JOB PLACEMENT COORDINATORS. THIS MODULE DEALS WITH PLANNING PRE-EMPLOYMENT PROGRAMS. IT IS DESIGNED AS AN APPROXIMATELY SEVEN-HOUR WORKSHOP TO BE LED BY A COORDINATOR. THE MODULE CONTAINS GAMES AND ACTIVITIES DESIGNED TO HELP JOB PLACEMENT COORDINATORS (OR ANYONE CONCERNED WITH PRE-EMPLOYMENT PROGRAMS) ACQUIRE SKILLS IN THIS AREA. SECTIONS INCLUDE RATIONALE; METHODS OF DELIVERING SERVICES; STRATEGIES FOR TEACHING DESIRABLE WORK HABITS; CONDUCTING A JOB SEARCH; JOB COMMUNICATION SKILLS; AND THE JOB INTERVIEW. EVALUATION AND ASSESSMENT ACTIVITIES ARE INCLUDED. (AUTHOR/SP)
ERIC: ED140208

3701 PLANNING THE ANTI-POVERTY STRATEGY, PART TWO. 67
LEVITAN, SAR A.
MICHIGAN UNIV., ANN ARBOR, INST. OF LABOR AND INDUSTRIAL RELATIONS.
ACTION PROGRAMS (COMMUNITY), AGENCIES, CITIZEN PARTICIPATION, FEDERAL AID, FEDERAL LEGISLATION, FEDERAL PROGRAMS, GOVERNMENT ROLE, INTERAGENCY PLANNING, POLITICAL ISSUES, POVERTY PROGRAMS, PROGRAM ADMINISTRATION, PROGRAM PLANNING, COMMUNITY ACTION PROGRAM, ECONOMIC OPPORTUNITY ACT OF 1964, JOB CORPS, US CONGRESS, US PRESIDENT
DESCRIBED IN DETAIL IN THIS PAPER IS THE BACKGROUND OF THE PASSAGE OF ECONOMIC OPPORTUNITY ACT OF 1964 (PUBLIC LAW 88-452). OPENING WITH A DISCUSSION OF THE APPOINTMENT OF A TASK FORCE TO PREPARE LEGISLATION, THE PAPER TRACES CRITICALLY THE BARGAINING AND MANEUVERING OF A NUMBER OF FEDERAL AGENCIES, OTHER GROUPS, AND VARIOUS INDIVIDUALS IN WRITING THE DRAFT OF THE BILL. DURING ITS 6-WEEK EXISTENCE, THE TASK FORCE DEVELOPED A FRAMEWORK WHICH CONSISTED MAINLY OF OLD IDEAS AND NEW SLOGANS. THE COMMUNITY ACTION PROGRAM (CAP) AND THE ADMINISTRATION AND COORDINATION OF A FEW NEW PROJECTS WERE THE MOST DIFFICULT SUBSTANTIVE ISSUES TO RESOLVE, IN PARTICULAR THE CONTROVERSY SURROUNDING THE STATEMENT THAT THE CAP ACTIVITIES WOULD ENCOURAGE MAXIMUM FEASIBLE PARTICIPATION OF THE POOR. THE PAPER ALSO REVIEWS THE QUESTION OF FUNDING THE PROGRAMS OUTLINED IN THE BILL, THE PRESIDENTS ROLE IN ITS PASSAGE, AND THE VICISSITUDES OF THE BILL IN CONGRESS. THE PAPER STATES THAT THE SUSTAINED PRESSURE OF PRESIDENT JOHNSON ULTIMATELY RESULTED IN THE PASSAGE OF THE BILL, ALTHOUGH CONGRESS CUT THE AUTHORIZATION BY $15 MILLION. THIS ARTICLE IS PUBLISHED IN PHRA, VOLUME 2, ISSUE 2, P.5-15, 1967, AND IS AVAILABLE FROM THE UNIVERSITY OF MICHIGAN, P.O. BOX 1957, ANN ARBOR, MICHIGAN 48106, FOR $6.00 LOOSELEAF, $7.50 BOUND. (NH)
ERIC: ED016763

3702 PLANNING THE END OF THE AMERICAN GHETTO--A PROGRAM OF ECONOMIC DEVELOPMENT FOR EQUAL RIGHTS. 67
HILL, HERBERT
MICHIGAN UNIV., ANN ARBOR, INST. OF LABOR AND INDUSTRIAL RELATIONS.
CITY GOVERNMENT, COMMUNITY PLANNING, ECONOMIC DEVELOPMENT, FEDERAL GOVERNMENT, FINANCIAL POLICY, GHETTOS, HEALTH CONDITIONS, HOUSING, MANPOWER DEVELOPMENT, NEGROES, TAX ALLOCATION, URBAN RENEWAL, NEW YORK CITY
SOCIOECONOMIC FORCES CONTINUE TO PERPETUATE GHETTOS, DESPITE THE LEGAL EQUALITY GAINED BY NEGROES. THESE GHETTOS, IN WHICH OVER 10 MILLION MINORITY GROUP AMERICANS LIVE, EXACT AN ENORMOUS ECONOMIC PRICE IN NEEDED SERVICES, IN INCOME LOST BECAUSE OF LOW PRODUCTIVITY, AND IN PROPERTY LOST DURING PROTEST RIOTS. A PROGRAM TO END GHETTOS MUST START WITH A COMPREHENSIVE PLAN TO ELIMINATE SLUM HOUSING THROUGH NEW BUILDING, RELOCATION, AND REHABILITATION. CAPITAL INVESTMENT WOULD BE REQUIRED TO IMPROVE HEALTH CONDITIONS, EDUCATION, AND WATER AND TRANSIT FACILITIES. THESE NEW CAPITAL INVESTMENTS OF $50 BILLION PER YEAR OVER A 5- TO 10-YEAR PERIOD NOT ONLY WOULD UPGRADE GHETTO LIVING CONDITIONS BUT WOULD IN TURN GENERATE ABOUT SIX MILLION NEW JOBS. IN THE ESSENTIAL ELIMINATION OF GHETTOS AND THE CONCOMITANT RELIEF OF THE RACIAL PROBLEMS OF BIG CITIES, THE CITIES SHOULD RETAIN THEIR TAX REVENUES TO FINANCE THEIR OWN REHABILITATION. SUCH A SCHEME WOULD INVOLVE A PHASED 5-YEAR PERIOD OF DECREMENT IN FEDERAL TAX DISBURSING POWER AND OF INCREMENT IN LOCAL COMMUNITY TAXING POWERS. EACH CITY OR METROPOLITAN AREA WOULD THEN BE RESPONSIBLE TO ITS OWN COMMUNITY FOR DEVELOPING PLANS TO ELIMINATE RACIAL GHETTOS AND UPGRADE PHYSICAL, ECONOMIC, AND SOCIAL CONDITIONS. THE APPENDIX TO THIS PAPER CONTAINS A 10-YEAR PLAN FOR HOUSING REHABILITATION IN NEW YORK CITY. THIS ARTICLE IS PUBLISHED IN PHRA, VOLUME 2, ISSUE 2, P.23-36, 1967, AND IS AVAILABLE FROM THE UNIVERSITY OF MICHIGAN, P.O. BOX 1567, ANN ARBOR, MICHIGAN 48106, FOR $6.00 LOOSELEAF, $7.50 BOUND. (NH)
ERIC: ED016692

3703 PLANNING THE PICKING ORDER FOR THE COMPANY TOTEM PLE 1977
LEE, E.E.
PLANNING REVIEW, VOL.5, NO.1, JAN 1977, P. 14-15, 28-29.
HUMAN RESOURCE DEVELOPMENT, JOB PERFORMANCE, MANAGEMENT, MANAGEMENT DEVELOPMENT, MANAGEMENT TRAINING, PROMOTION, RECRUITMENT, UPPER MANAGEMENT
REPORT OF A SURVEY OF COMPANIES CONCERNING THEIR MANAGEMENT MANPOWER PLANNING AND REVIEW. FOUND A WIDE RANGE OF THOUROUGHNESS.
MGMT: PL#7710014

3704 PLANNING THE REST OF YOUR LIFE. FASTBACK SERIES, NO. 61. 75
SCHUCHAT, THEODOR
PHI DELTA KAPPA EDUCATIONAL FOUNDATION, BLOOMINGTON, IND.
NOTES: 25P.
ACHIEVEMENT NEED, ECONOMIC FACTORS, FINANCIAL NEEDS, OLDER ADULTS, PSYCHOLOGICAL NEEDS, RETIREMENT, SELF ACTUALIZATION, SENIOR CITIZENS, STATUS NEED, VOCATIONAL COUNSELING, VOLUNTEERS
THIS BOOKLET IS AN INTRODUCTION TO THE QUESTION OF RETIREMENT THAT IS ADDRESSED SPECIFICALLY TO EDUCATORS. ITS FOUR CHAPTERS RAISE THE FOLLOWING QUESTIONS ARE YOU READY TO RETIRE CAN YOU AFFORD TO RETIRE WHERE WILL YOU LIVE AND HOW WILL YOU SPEND YOUR TIME EACH CHAPTER CONTAINS A LIST OF RECOMMENDED READINGS, AND THE MONOGRAPH ENDS WITH A LIST OF OTHER SOURCES OF INFORMATION. (IRT)
ERIC: ED112478 PHI DELTA KAPPA, EIGHTH AND UNION, BOX 789, BLOOMINGTON, INDIANA 47401 ($0.50 SINGLE COPY, $3.00 SET OF 6, $18.00 COMPLETE SET OF 66; QUANTITY DISCOUNTS; PAYMENT MUST ACCOMPANY ORDERS OF LESS THAN $5.00)

3705 PLANNING, WOMEN, AND CHANGE APR 74
HAPGOOD, KAREN E.;GETZELS, JUDITH N.
AMERICAN SOCIETY OF PLANNING OFFICIALS, CHICAGO, ILL.
NOTES: FINAL REPT. 84P
FEMALES, SOCIAL CONDITIONS, EMPLOYMENT, NTISHUDPOR
THE REPORT DETAILS CHANGES IN FEMALE LABOR FORCE PARTICIPATION AND CITES MAJOR TRENDS AFFECTING WOMEN TODAY. BASED ON A WORKSHOP, ADMINISTERED BY THE PROJECT STAFF, THE REPORT EXPLORES PLANNING CONCEPTS OF COMMUNITY DESIGN, TRANSPORTATION, HOUSING, CHILD CARE, AND SOCIAL SERVICES IN AN EFFORT TO IDENTIFY ISSUES WHICH HAVE SIGNIFICANCE FOR WOMENS LIVES. RECOMMENDATIONS ARE MADE FOR PLANNING AND IMPLEMENTATION OF PROGRAMS FOCUSING ON NEEDS OF WOMEN. SUGGESTIONS ARE MADE IN AREAS OF PLANNING POLICY, ORGANIZATION OF THE PLANNING AGENCY, CITIZEN PARTICIPATION, ZONING, CAPITAL IMPROVEMENT BUDGET, AND REVIEW PROCESSES.
NTIS: PB-240 631/5ST NTIS PRICES PC$4.75/MF$2.25

3706 PLANNING-SATISFACTION AND PRODUCTIVITY 1976
GROVES, D.L.; KAMALAS, M.; LAMB, F.
LONG RANGE PLANNING, VOL.9, NO.4, AUG 1976, P. 52-57. BIBLIOG. 19
BLUE COLLAR WORKER, INDUSTRIAL PSYCHOLOGY, INTERNAL ORGANIZATION ENVIRONMENT, JOB PERFORMANCE, JOB SATISFACTION, LABOR MANAGEMENT, MANAGEMENT, MODELING, MOTIVATION, PRODUCTIVITY, SUPERIOR SUBORDINATE RELATIONSHIP, WHITE COLLAR WORKER, WORKING CONDITIONS
THERE IS A CLEAR RELATIONSHIP BETWEEN SOCIAL STATUS AND JOB SATISFACTION. VARIABLES THAT MAY HAVE POTENTIAL IMPORTANCE IN DETERMINING THE RELATIONSHIPS BETWEEN JOB SATISFACTION AND/OR PRODUCTIVITY ARE SUMMARIZED IN FOUR MODELS. A FRAMEWORK FOR FUTURE EMPIRICAL EXPLORATION IS SUGGESTED.
MGMT: LRP76M0052

3707 THE PLANT THE WORKERS PLANNED 1974
TAVERNIER, G.
INTERNATIONAL MANAGEMENT, VOL.29, NO.12, DEC 1974, P. 19-26.
DENMARK, FACILITY PLANNING, HUMAN RESOURCE DEVELOPMENT, INDUSTRIAL RELATIONS, JOB SATISFACTION, MANAGEMENT, PARTICIPATIVE MANAGEMENT, PERFORMANCE, PRODUCTION, PRODUCTIVITY, WORKING CONDITIONS
IN AN EFFORT TO KEEP EMPLOYEES WHILE CHANGING PLANT LOCATION, EMPLOYEE PARTICIPATION WAS SOUGHT ON PLANT DESIGN. THIS MOVE RESULTED IN AN ASSUMPTION OF EMPLOYEE DECISION MAKING IN ALL AREAS AFFECTING THEM. EFFICIENCY, PRODUCTION AND JOB SATISFACTION SEEM HIGH.
MGMT: IM674L0019

3708 PLASTER TRIMMER (DENTAL EQUIP.) 712.887; INSERTER (DENTAL EQUIP.) 712.884--TECHNICAL REPORT ON DEVELOPMENT OF USTES APTITUDE TEST BATTERY. JAN 69
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 12P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, INSPECTION, JOB APPLICANTS, JOB SKILLS, LABORATORY EQUIPMENT, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, PLASTICS, TEST RELIABILITY, TEST VALIDITY, UNSKILLED WORKERS, DENTAL EQUIPMENT, GATB, GENERAL APTITUDE TEST BATTERY, INSERTER, PLASTIC TRIMMER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY; VERBAL APTITUDE; NUMERICAL APTITUDE; SPATIAL APTITUDE; FORM PERCEPTION; CLERICAL PERCEPTION; MOTOR COORDINATION; FINGER DEXTERITY; AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED048561

3709 PLASTERER (CONST.) 5-29.100--TECHNICAL REPORT ON STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY. MAR 63
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 8P.
APTITUDE TESTS, CONSTRUCTION (PROCESS), CUTTING SCORES, EVALUATION CRITERIA, HAND TOOLS, JOB APPLICANTS, JOB SKILLS, MASONRY, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY, PLASTERER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065564

3710 PLIGHT OF UNEMPLOYED SINGLE FARM WORKERS THE RESPONSE OF THE UNIVERSITY TO A SOCIAL PROBLEM THROUGH IN-CULTURE RESEARCH. RESEARCH MONOGRAPH NO. 1+. 74
ST. JOHN, EDWARD
CALIFORNIA UNIV., DAVIS. DEPT. OF APPLIED BEHAVIORAL SCIENCES.
NOTES: 66P.
AGRICULTURAL LABORERS, ALCOHOLISM, COMMUNITY DEVELOPMENT, COMMUNITY SURVEYS, CULTURAL FACTORS, HUMAN SERVICES, LABOR MARKET, MALES, MARITAL STATUS, MIGRANTS, PROGRAM DEVELOPMENT, RESEARCH METHODOLOGY, SELF DIRECTED GROUPS, SUBCULTURE, UNEMPLOYED, UNIVERSITY EXTENSION, CALIFORNIA, SACRAMENTO, STOCKTON
BETWEEN MAY 1969 AND OCTOBER 1973, THE UNIVERSITY OF CALIFORNIA, DAVIS, WAS INVOLVED IN A SERIES OF RESEARCH AND SERVICE PROJECTS DESIGNED TO BETTER THE CONDITION OF SINGLE-MALE FARMWORKERS IN STOCKTON AND SACRAMENTO. THESE COMMUNITIES, KNOWN LOCALLY AS SKID ROW, WERE DESTROYED AS A RESULT OF URBAN RENEWAL. THE PROJECTS WERE SEPARATED INTO 2 PHASES 1) THE DEVELOPMENT OF SERVICE AND RESEARCH METHODS IN THE SACRAMENTO SKID ROW COMMUNITY, AND 2) THE APPLICATION OF THESE METHODS TO THE STOCKTON SKID ROW COMMUNITY. IN PHASE I, UNIVERSITY EFFORTS FOCUSED ON EMPLOYMENT AND TRAINING OPPORTUNITIES, COMMUNITY DEVELOPMENT, SERVICE PROJECTS, AND IN-CULTURE RESEARCH. PROJECT DEVELOPMENTS DURING PHASE II WERE IN-CULTURE RESEARCH, COMMUNITY DEVELOPMENT, SERVICES NEEDED FOR SURVIVAL, AND CASUAL LABOR MARKET ASSESSMENT. THE IN-CULTURE RESEARCH METHOD OPERATES ON THE PHILOSOPHY THAT THE PERSONS WHO PARTICIPATE IN A CULTURE OR SUBCULTURE ARE A VALUABLE INFORMATION SOURCE ON THEIR NEEDS AND LIFESTYLES. A RESEARCH TEAM FROM WITHIN THE GROUP COLLECTED DATA BY A QUESTIONNAIRE COMPOSED OF QUESTIONS FROM THE GROUP AND INTERVIEWS. THIS MONOGRAPH EMPHASIZES THE PROCESS IN WHICH THE SINGLE-MEN PROJECTS WERE DEVELOPED, BRIEFLY DESCRIBING THE PROJECTS AND DISCUSSING RESEARCH RESULTS AND IMPLICATIONS OF THE PROCESS FOR FUTURE RESEARCHERS. FINDINGS INDICATE THAT MEMBERS OF THE SINGLE-MALE SUBCULTURE CAN BE ORGANIZED INTO SELF-HELP GROUPS AND THAT THE IN-CULTURE RESEARCH APPROACH WORKS. (NQ)
ERIC: ED093543

3711 PLUMBING AND PIPEFITTING. TRADE AND INDUSTRIAL EDUCATION TRADE PREPARATORY TRAINING GUIDE. 73
NEBRASKA STATE DEPT. OF EDUCATION, LINCOLN. DIV. OF VOCATIONAL EDUCATION.
NOTES: 29P.; FOR RELATED DOCUMENTS SEE CE 007 553-569. APPENDIX A, APPLICATION FOR EMPLOYMENT, MAY NOT REPRODUCE WELL BECAUSE OF SMALL TYPE
BEHAVIORAL OBJECTIVES, BUILDING TRADES, CURRICULUM, CURRICULUM DESIGN, CURRICULUM GUIDES, JOB SKILLS, OCCUPATIONAL INFORMATION, PLUMBING, SECONDARY EDUCATION, STATE CURRICULUM GUIDES, TASK PERFORMANCE, TRADE AND INDUSTRIAL EDUCATION, NEBRASKA
ONE OF A SERIES OF CURRICULUM GUIDES PREPARED FOR THE BUILDING OCCUPATIONS CLUSTER OF THE CONSTRUCTION/FABRICATION OCCUPATIONAL GROUP, THIS GUIDE IDENTIFIES THE ESSENTIALS OF THE PLUMBING AND PIPEFITTING TRADE AS RECOMMENDED BY THE SUCCESSFUL PLUMBER/PIPEFITTER. AN INSTRUCTIONAL PROGRAM BASED UPON THE IMPLEMENTATION OF THE GUIDE IS EXPECTED TO PREPARE A STUDENT TO ADEQUATELY PERFORM ENTRY LEVEL TASKS REQUIRED OF A PLUMBER/PIPEFITTER OR TO ENTER A POST-SECONDARY TECHNICAL OR APPRENTICESHIP PROGRAM IN PLUMBING AND PIPEFITTING WHERE ADDITIONAL DEPTH CAN BE REALIZED. TRADE TASKS OR INFORMATION ARE LISTED IN CHART FORM UNDER THE HEADINGS OF SAFETY: BLUEPRINT READING AND PLANNING: LAYOUT AND MATERIAL ESTIMATING: TOOLS AND EQUIPMENT: SELECTION AND USE OF MATERIALS AND SUPPLIES: LAYOUT, FABRICATION, ASSEMBLY, INSTALLATION, MAINTENANCE, AND REPAIR: AND GENERAL COMPETENCIES. SPACE IS PROVIDED ON THE CHARTS TO RECORD FOR EACH ITEM THE DATE COMPLETED, TEACHING METHODS USED, AND TEACHING MATERIALS USED. ALSO INCLUDED ARE A LIST OF TEACHER RESPONSIBILITIES, GUIDANCE INFORMATION AND SOURCES OF OCCUPATIONAL INFORMATION, RECOMMENDED TESTS AND REFERENCES, AND A CHART DEPICTING THE TOTAL CONSTRUCTION/FABRICATION OCCUPATIONAL CURRICULUM. A TYPICAL APPLICATION FORM FOR EMPLOYMENT AND A SAMPLE TRADE AND INDUSTRIAL EDUCATION INJURY REPORT ARE APPENDED. (HD)
ERIC: ED128566

3712 THE PLUNGE OF UNEMPLOYMENT DURING THE RECENT RECESSION 1975
BEDNARZIK, R.W.
U.S. MONTHLY LABOR REVIEW, VOL.98, NO.12, DEC 1975, P. 3-10. BIBLIOG. 5
AGRICULTURE, AUTOMOBILE INDUSTRY, CONSTRUCTION INDUSTRY, CONSUMER GOODS, CONSUMER SPENDING, ECONOMIC RECOVERY, ECONOMICS, HOUSING, HUMAN RESOURCE DEVELOPMENT, MANUFACTURING, PAYROLL, PRIVATE SECTOR, PUBLIC SECTOR, RECESSION, RETAIL INDUSTRY, SALES, STATISTICS, UNEMPLOYMENT
ANALYZES THE SUDDEN AND PRONOUNCED EMPLOYMENT PLUNGE WHICH BEGAN IN THE LATE 1974 AND CONTINUED INTO THE SPRING OF 1975, ON AN INDUSTRY BY INDUSTRY BASIS. EFFECT ON MEN AND WOMEN JOBS IS STUDIED. RECENT DEVELOPMENTS POINT TOWARD AN ECONOMIC RECOVERY WITH GAINS OCCURING IN ALL MAJOR INDUSTRIAL GROUPS EXCEPT MINING.
MGMT: UML75L0003

3713 POLES HISTORY OF ADULT SCHOOLS. A FACSIMILE OF THE 1816 EDITION WITH AN INTRODUCTION AND BIBLIOGRAPHIC NOTES. 67
VERNER, COOLIE
NOTES: 128P.
ADULT EDUCATION PROGRAMS, BIBLICAL LITERATURE, BIOGRAPHIES, CITIZENSHIP RESPONSIBILITY, DISADVANTAGED GROUPS, ETHICAL INSTRUCTION, HISTORICAL REVIEWS, ILLITERATE ADULTS, LITERACY EDUCATION, TEACHING METHODS, BRISTOL SCHOOL, ENGLAND, POLE (THOMAS), QUAKERS
THE FIRST BOOK ABOUT ADULT EDUCATION, REPRINTED HERE IN A LIMITED EDITION, WAS PUBLISHED IN 1816 IN BRISTOL, ENGLAND. IT MARKED THE BEGINNING OF THE MODERN ERA IN EDUCATION BY ACKNOWLEDGING THE IMPORTANCE OF ADULT EDUCATION IN THE TOTAL EDUCATIONAL SCHEME OF A SOCIETY. THE AUTHOR, THOMAS POLE, WAS BORN IN PHILADELPHIA IN 1753 AND WAS BROUGHT UP AS A QUAKER. HE BECAME A MINISTER AND REMAINED ACTIVE ALL OF HIS LIFE IN THE SOCIETY OF FRIENDS. HIS ADULT YEARS WERE SPENT IN ENGLAND WHERE HE STUDIED AND PRACTICED MEDICINE AND WROTE EXTENSIVELY. THROUGH HIS ASSOCIATION WITH THE SOCIETY OF FRIENDS AND HIS MEDICAL PRACTICE HE BECAME INTERESTED IN THE PLIGHT OF THE ILLITERATE POOR. HE ADVOCATED TEACHING THEM TO READ THE SCRIPTURES TO EASE THEIR LOT AND TO MAKE THEM BETTER CITIZENS. HE WAS ACTIVE IN SEVERAL PHILANTHROPIC SOCIETIES WHICH ESTABLISHED ADULT SCHOOLS AND EVENTUALLY HE WROTE THE HISTORY OF THOSE SCHOOLS. HIS THEORIES ON TEACHING ADULTS ARE APPLICABLE TODAY AND WILL BE OF INTEREST TO ALL ADULT EDUCATORS. (AUTHOR/AJ)
ERIC: ED047276 ADULT EDUCATION ASSOCIATION OF THE U.S.A., 1225 19TH STREET, N.W., WASHINGTON, D.C. 20036 ($10.00: $7.50 FOR MEMBERS)

3714 POLICEMAN (GOV. SER.) 2-66.23--STANDARDIZATION OF THE GENERAL APTITUDE TEST BATTERY.
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 6P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, GOVERNMENT EMPLOYEES, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, POLICE, TEST RELIABILITY, TEST VALIDITY, GATB, GENERAL APTITUDE TEST BATTERY
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE IS INCLUDED. (AG)
ERIC: ED065560

3715 POLICIES ESSENTIAL TO IMPROVED EFFECTIVENESS IN EMPLOYMENT COUNSELING JUN 77
PEARMAN, JEAN R.
JOURNAL OF EMPLOYMENT COUNSELING:14:2:90-96
EMPLOYMENT COUNSELORS, JOB MARKET, JOB PLACEMENT, VOCATIONAL COUNSELING, COUNSELING EFFECTIVENESS, COLLEGE GRADUATES, UNEMPLOYMENT, STATE OF THE ART REVIEWS
COUNSELORS SHOULD SEEK EDUCATIONAL SYSTEM REFORM WHILE INCREASING THEIR EFFORTS TO ATTAIN MORE EFFECTIVE METHODS AND TOOLS FOR CAREER COUNSELING AND JOB PLACEMENT. APATHY IN THE FACE OF GROWING BUDGETARY CONSTRAINTS WILL ENCOURAGE ADVERSE REACTION TOWARD COUNSELING ACTIVITIES. (AUTHOR)
ERIC: EJ162614

3716 POLICY ANALYSIS SOURCE BOOK FOR SOCIAL PROGRAMS, VOLUME I MAR 76
KOTZ, ARNOLD:LEAR, JULIA GRAHAM
NATIONAL PLANNING ASSOCIATION, WASHINGTON, D.C. NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C. RESEARCH APPLIED TO NATIONAL NEEDS.
CONTRACT NO. NSF-C904
NOTES: 585P
SOCIAL SERVICES, POLICIES, BIBLIOGRAPHIES, NTISNSFRA
THE POLICY ANALYSIS SOURCE BOOK (IN TWO VOLUMES) PRESENTS A NEW SOURCE OF ANALYTICAL INFORMATION ON THE NATIONS SOCIAL CONCERNS. IT HAS BEEN PREPARED AS A TWO-VOLUME REFERENCE CONSISTING OF ABOUT 3,750 ABSTRACTS OF SIGNIFICANT BOOKS, ARTICLES AND REPORTS CONCERNED WITH POLICY ISSUES AND THE ANALYSIS OF SOCIAL PROGRAMS, AND A LIST OF ABOUT 775 TITLES RECOMMENDED BY EXPERTS AS ADDITIONAL SOURCES FOR VALUABLE POLICY INFORMATION.

(CONT.)
3716 VOLUME I CONTAINS A USERS GUIDE AS WELL AS ABSTRACTS ON THE FOLLOWING SUBJECT AREAS (1) GENERAL POLICY ISSUES SUCH AS NATIONAL GOALS, UNEMPLOYMENT, AND GOVERNMENT REGULATION OF BUSINESS; (2) HEALTH; (3) HOUSING; (4) LAND USE AND COMMUNITY DEVELOPMENT; (5) EDUCATION; (6) MANPOWER AND EMPLOYMENT; (7) INCOME SECURITY; AND (8) SOCIAL AND REHABILITATION SERVICES.
NTIS: PB-253 280/2ST NTIS PRICES PC$13.75/MF$2.25

3717 THE POLICY CONTENT OF QUANTITATIVE MINIMUM WAGE RESEARCH 1974
GOLDFARB, R.S.
INDUSTRIAL RELATIONS RESEARCH ASSOCIATION SERIES, PROCEEDINGS OF THE TWENTY-SEVENTH ANNUAL WINTER MEETING, DEC 28-29, 1974, P. 261-268.
COST BENEFIT ANALYSIS, ECONOMETRICS, ECONOMICS, EMPLOYMENT POLICY, LABOR MARKET, MINIMUM WAGE, POVERTY, QUANTITATIVE METHODS, UNEMPLOYMENT, WAGES
REVIEWS A NUMBER OF STUDIES AND EMPIRICAL WORKS AND CONCLUDES THAT THE EVIDENCE IS INCONCLUSIVE AS TO THE BENEFITS AND COSTS OF MINIMUM WAGE LEGISLATION.
MGMT: IR#7470261

3718 A POLICY FOR DOMESTIC DETENTE 1976
BUSINESS WEEK, NO.2432, MAY 17, 1976, P. 112-114.
CITIES, ECONOMIC FORECAST, ECONOMIC TRENDS, ECONOMICS, EDUCATION, ENVIRONMENTAL CONSTRAINTS, EQUAL EMPLOYMENT OPPORTUNITY, EXPANSION, FISCAL POLICY, GOVERNMENT REGULATION, GOVERNMENT RELATIONS, INCENTIVES, PLANNING, PUBLIC WELFARE, TAX REFORM
THE PROBLEMS CAUSED BY CREATIVE DESTRUCTION WITH THE RAPID RISE OF THE SOUTH AND DECLINE OF THE NORTH MUST BE MINIMIZED TO AVOID A WAR BETWEEN THE STATES. SOME STEPS TO BE TAKEN INCLUDE REVIEW OF FEDERAL POLICY, SLIMMING OF FISCAL PROFILE IN NORTH AND FAR WEST, EMPHASIS ON EQUAL OPPORTUNITY, AND WELFARE STANDARDIZATION.
MGMT: BWE76E17A2

3719 POLICY OPTIONS FOR THE TEENAGE UNEMPLOYMENT PROBLEM. BACKGROUND PAPER NO. 13. 21 SEP 76
IDEN, GEORGE;AND OTHERS
CONGRESS OF THE U.S., WASHINGTON, D.C. CONGRESSIONAL BUDGET OFFICE.
NOTES: 119P.
DISADVANTAGED YOUTH, EMPLOYMENT PROBLEMS, EMPLOYMENT PROGRAMS, EMPLOYMENT STATISTICS, EMPLOYMENT TRENDS, FEDERAL LEGISLATION, FEDERAL PROGRAMS, FOREIGN COUNTRIES, LABOR MARKET, OVERSEAS EMPLOYMENT, PUBLIC POLICY, SEASONAL EMPLOYMENT, SOCIOECONOMIC INFLUENCES, TREND ANALYSIS, UNEMPLOYMENT, YOUTH EMPLOYMENT, UNITED STATES
AN ANALYSIS OF TEENAGE UNEMPLOYMENT INDICATES THAT IT IS VERY HIGH AND ENDANGERS THE FUTURE OF SOME OF THE YOUNG. IN 1975 THE UNEMPLOYMENT RATE FOR TEENAGERS, AGES 16-19, WAS 19.9% FOR NONWHITE TEENAGERS, IT WAS EVEN HIGHER (36.9%). TEENAGERS ACCOUNTED FOR MORE THAN 20% OF THE TOTAL NUMBER OF UNEMPLOYED, BUT LESS THAN 19% OF THE TOTAL LABOR FORCE. MANY UNEMPLOYED YOUTHS CAN LOOK FORWARD TO A TIME WHEN THEY WILL NOT BE PLAGUED BY UNEMPLOYMENT BUT OTHERS, ESPECIALLY NONWHITE TEENAGERS, CANNOT. THE CAUSES OF THIS UNEMPLOYMENT CAN BE CLASSIFIED INTO TWO CATEGORIES AND INCLUDE (1) VARIATIONS IN THE SUPPLY AND DEMAND FOR LABOR (THE RECESSION AND CHANGES IN MILITARY MANPOWER REQUIREMENTS) AND (2) STRUCTURAL FACTORS (PERIOD DURING WHICH THOSE ENTERING THE LABOR MARKET SEARCH FOR JOBS, MARKET REGULATIONS, AND SPECIAL PROBLEMS OF NONWHITE TEENAGERS). SEVERAL FACTORS CAN BE IDENTIFIED THAT CONTRIBUTE TO THE LOWER TEENAGE UNEMPLOYMENT RATES IN SOME INDUSTRIALIZED COUNTRIES. THESE INCLUDE MAJOR USE OF APPRENTICESHIP ARRANGEMENTS, SPECIAL EMPLOYMENT SERVICES FOR YOUTH, AND LOW WAGES FOR TEENAGERS. POLICIES TARGETED ON TEENAGERS OR SUBGROUPS OF TEENAGERS ARE ONE MEANS FOR REDUCING TEENAGE UNEMPLOYMENT. SUCH MEASURES INCLUDE PUBLIC EMPLOYMENT AND TRAINING PROGRAMS, INCREASING THE DEMAND FOR TEENAGERS IN THE PRIVATE SECTOR, EDUCATIONAL POLICIES, PROVIDING TEENAGERS WITH LABOR MARKET INFORMATION, AND SPECIAL MEASURES FOR DISADVANTAGED YOUTHS. (EM)
ERIC: ED141587

3720 THE POLICY VALUE OF MANPOWER PLANNING IN THE UNITED STATES.
KELLEY, S.C.;CHIRIKOS, THOMAS N.
NATIONAL SCIENCE FOUNDATION, WASHINGTON, D.C.
NOTES: 26P.; PAPER PREPARED FOR THE CONFERENCE ON MODELING AND SIMULATION IN ENGINEERING MANPOWER STUDIES, NATIONAL RESEARCH COUNCIL, NATIONAL ACADEMY OF SCIENCE (WASHINGTON, D.C., FEBRUARY 9, 1976).
MANPOWER NEEDS, EMPLOYMENT PROJECTIONS, MANPOWER DEVELOPMENT, STATE OF THE ART REVIEWS
THE OBJECTIVE OF THIS PAPER IS TO DISCUSS THE LIMITATIONS OF MANPOWER PLANNING ACTIVITY AS A SOURCE OF POLICY CRITERIA AND TO SUGGEST SOME DIRECTIONS FOR IMPROVING THE STATE OF THE ART. THE PAPER BEGINS WITH A GENERAL DISCUSSION OF THE CONCEPTUAL AND INSTITUTIONAL REQUISITES OF MANPOWER PLANNING IN POLICY ANALYSIS AND FORMULATION. SECTION III EXTENDS THE DISCUSSION BY EXAMINING THE CURRENT STATE OF THE ART IN ESTIMATING FUTURE MANPOWER REQUIREMENTS AND THE EFFECTS OF CONCEPTUAL AND INSTITUTIONAL FACTORS ON KNOWLEDGE GENERATION AND POLICY ANALYSIS. IT ALSO EXAMINES THE EFFECTS OF THESE CONSTRAINTS ON ESTIMATIONS OF FUTURE MANPOWER SUPPLIES AND THE INTERACTION OF SUPPLY AND REQUIREMENTS. FINALLY, SECTION IV SUGGESTS SOME POSSIBLE MEANS FOR ENHANCING THE POLICY VALUE OF MANPOWER PLANNING. (AUTHOR/NJ)
AIM/ARM: WT103167

3721 POLISHER (JEWELRY) 700.887--TECHNICAL REPORT ON DEVELOPMENT OF USES APTITUDE TEST BATTERY. OCT 68
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. U.S. TRAINING AND EMPLOYMENT SERVICE.
NOTES: 15P.
APTITUDE TESTS, CUTTING SCORES, EVALUATION CRITERIA, JOB APPLICANTS, JOB SKILLS, NORMS, OCCUPATIONAL GUIDANCE, PERSONNEL EVALUATION, TEST RELIABILITY, TEST VALIDITY, TRAINEES, UNSKILLED WORKERS, GATB, GENERAL APTITUDE TEST BATTERY, JEWELRY POLISHER
THE UNITED STATES TRAINING AND EMPLOYMENT SERVICE GENERAL APTITUDE TEST BATTERY (GATB), FIRST PUBLISHED IN 1947, HAS BEEN INCLUDED IN A CONTINUING PROGRAM OF RESEARCH TO VALIDATE THE TESTS AGAINST SUCCESS IN MANY DIFFERENT OCCUPATIONS. THE GATB CONSISTS OF 12 TESTS WHICH MEASURE NINE APTITUDES GENERAL LEARNING ABILITY: VERBAL APTITUDE: NUMERICAL APTITUDE: SPATIAL APTITUDE: FORM PERCEPTION: CLERICAL PERCEPTION: MOTOR COORDINATION: FINGER DEXTERITY: AND MANUAL DEXTERITY. THE APTITUDE SCORES ARE STANDARD SCORES WITH 100 AS THE AVERAGE FOR THE GENERAL WORKING POPULATION, AND A STANDARD DEVIATION OF 20. OCCUPATIONAL NORMS ARE ESTABLISHED IN TERMS OF MINIMUM QUALIFYING SCORES FOR EACH OF THE SIGNIFICANT APTITUDE MEASURES WHICH, WHEN COMBINED, PREDICT JOB PERFORMANCE. CUTTING SCORES ARE SET ONLY FOR THOSE APTITUDES WHICH AID IN PREDICTING THE PERFORMANCE OF THE JOB DUTIES OF THE EXPERIMENTAL SAMPLE. THE GATB NORMS DESCRIBED ARE APPROPRIATE ONLY FOR JOBS WITH CONTENT SIMILAR TO THAT SHOWN IN THE JOB DESCRIPTION PRESENTED IN THIS REPORT. A DESCRIPTION OF THE VALIDATION SAMPLE AND A PERSONNEL EVALUATION FORM ARE ALSO INCLUDED. (AG)
ERIC: ED068555

3722 THE POLITICAL ECONOMY OF ADAM SMITH 1976
SAMUELS, W.J.
NEBRASKA JOURNAL OF ECONOMICS AND BUSINESS, VOL.15, NO.3, SUMMER 1976, P. 3-24. BIBLIOG. 39
BUSINESS, CAPITAL, ECONOMIC GROWTH, ECONOMIC THEORY, ECONOMICS, EMPLOYMENT, FREE ENTERPRISE, HUMAN BEHAVIOR, LABOR, MARKET, SOCIAL CHANGE
EACH GENERATION HAS THE TASK AND OPPORTUNITY TO REINTERPRET SMITH FOR ITSELF. THE JUXTAPOSITION AND COMBINATION OF MARKET AND POWER ARE DISCUSSED. SMITHS ANALYSIS IS THAT OF A GENERAL INTERACTIONAL OR INTERDEPENDENCE SYSTEM. THE DUALISM OF MARKET AND POWER SHOULD NOT BE FORGOTTEN. SMITHS COMPLEX ATTITUDE TOWARD BUSINESSMAN VIS-A-VIS CONSUMERS IS SUMMARIZED.
MGMT: NJE76P0003

3723 THE POLITICAL ECONOMY OF MILITARY MANPOWER PROCUREMENT IN PEACETIME. DEC 74
WITHERS, GLENN ALEXANDER
MANPOWER ADMINISTRATION (DOL), WASHINGTON, D.C. OFFICE OF RESEARCH AND DEVELOPMENT.
NOTES: 260P.: PH.D. THESIS, HARVARD UNIVERSITY
CAREER CHOICE, COST EFFECTIVENESS, COSTS, ECONOMIC FACTORS, ECONOMIC RESEARCH, EFFICIENCY, LABOR SUPPLY, MANPOWER NEEDS, MILITARY PERSONNEL, MILITARY SERVICE, MODELS, NATIONAL DEFENSE, RECRUITMENT, SOCIAL FACTORS, STATISTICAL DATA, TABLES (DATA), VOLUNTEERS, ALL VOLUNTEER MILITARY SERVICES
THE STUDY EXAMINES MILITARY MANPOWER PROCUREMENT FOR PEACETIME. IT CONSIDERS THE BROAD ALTERNATIVE SYSTEMS OF CONSCRIPTION AND VOLUNTARISM AND DEVELOPS MODELS OF DEMAND AND SUPPLY FOR MILITARY LABOR TO SHOW HOW THESE ARE AFFECTED BY THE CHOICE OF PROCUREMENT SYSTEM. EMPIRICAL APPLICATIONS ARE MADE USING EVIDENCE FROM AUSTRALIA, CANADA, GREAT BRITAIN, AND THE UNITED STATES. EVALUATION OF THE ALTERNATIVE SYSTEMS IN THE PEACETIME CONTEXT IS MADE IN TERMS OF ALLOCATIVE EFFICIENCY, DISTRIBUTIONAL EFFECTS, ADJUSTMENT FLEXIBILITY, AND ISSUES OF SOCIAL CONTROL. ALTHOUGH THE BUDGET COST OF A VOLUNTEER FORCE IS USUALLY GREATER THAN THAT OF A DRAFTED ONE, IT WAS FOUND THAT A PEACETIME DRAFT OF A PROFESSIONAL STANDING MILITARY WOULD IMPOSE REAL ECONOMIC COSTS NOT PRESENT IN THE VOLUNTEER SYSTEM. THE VOLUNTEER FORCE WOULD BETTER SERVE THE DISTRIBUTIONAL CRITERION OF EQUITY AND COULD BE SUPPLEMENTED BY A DRAFT FOR RESERVES, POSSIBLY LOTTERY, AND A STAND-BY DRAFT FOR MAJOR EXPANSION. IN GENERAL, FINDINGS FAVORED AN ALL-VOLUNTEER RECRUITMENT FOR ACTIVE DUTY IN PEACETIME. APPENDIXES TABULATE AND IDENTIFY DATA. (AUTHOR/MOW)
ERIC: ED109345 NATIONAL TECHNICAL INFORMATION SERVICE, SPRINGFIELD, VIRGINIA 22151 (NO PRICE GIVEN)

3724 THE POLITICAL ECONOMY OF SMALL BUSINESS IN THE POSTINDUSTRIAL STATE 1976
NARVER, J.C.: PRESTON, L.E.
JOURNAL OF CONTEMPORARY BUSINESS, VOL.5, NO.2, SPRING 1976, P. 1-24. BIBLIOG. 20
BUSINESS ADMINISTRATION, COMPETITION, ECONOMIC HISTORY, ECONOMIC THEORY, ECONOMICS, EMPLOYMENT, GOVERNMENT AGENCY, GOVERNMENT REGULATION, INCOME, INDUSTRIAL DEVELOPMENT, INDUSTRY ANALYSIS, LEGISLATION, MANAGEMENT, MINORITIES, PERFORMANCE APPRAISAL, PRIVATE ENTERPRISE, PUBLIC ADMINISTRATION, RISK, SMALL BUSINESSES, STATISTICS, UNITED STATES
IDENTIFIES SEVERAL SPECIFIC ECONOMIC CONDITIONS THAT SINGLY OR IN COMBINATION ACCOUNT FOR THE CONTINUED EXISTENCE OF THE LARGE NUMBER OF SMALL FIRMS IN THE VARIOUS SPHERES OF ACTIVITY IN THE ECONOMY. THE CURRENT STATUS OF THE SMALL BUSINESS IS EXAMINED. SPECIAL PROTECTION OF SMALL BUSINESS IS NO LONGER A SIGNIFICANT DIMENSION OF PUBLIC POLICY IN THE U.S. DATA RELATED TO INCOME, POPULATION, SIZE, EMPLOYMENT AND SMALL BUSINESSES ARE TABULATED.
MGMT: JCC76N0001

3725 THE POLITICS OF DAY CARE NOV-DEC 1972/JAN-FEB
ELLIS, KATHERINE:PETCHESKY, ROSALIND
SOCIAL POLICY:3:4 AND 5:14-22

(CONT.)
3725 DAY CARE SERVICES, CHILD CARE, CHILD DEVELOPMENT, DAY CARE PROGRAMS, POLITICAL ISSUES, WORKING WOMEN, SOCIAL SERVICES, ECONOMIC FACTORS, LOW INCOME, WORKING MOTHERS
ERIC: EJ082112

3726 THE POLITICS OF UNEMPLOYMENT LOST--ANOTHER GENERATION OF BLACK YOUTH SUM 75
CONYERS, JOHN, JR.
FREEDOMWAYS:15:3:153-160
NEGRO EMPLOYMENT, NEGRO YOUTH, ECONOMICALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, POLITICAL INFLUENCES, NEGRO LEADERSHIP, ECONOMIC FACTORS, ECONOMIC CHANGE, JOB MARKET, UNEMPLOYMENT
AN ANALYSIS OF UNEMPLOYMENT AMONG BLACK YOUTH INVOLVES A CONSIDERATION OF THE OVERALL UNEMPLOYMENT PROBLEM WHEREBY THE SPECIFIC PROBLEM IS RESOLVED WITHIN THE CONTEXT OF THE LARGER PROBLEM, A MOVEMENT FOR ECONOMIC JUSTICE, IN WHICH BLACK YOUTH ARE SEEN TO PLAY AN IMPORTANT ROLE IS URGED. (AUTHOR/AM)
ERIC: EJ127012

3727 PONTIAC ADULT-STUDENT LEARNING SYSTEM, FINAL EVALUATION REPORT, PROJECT YEARS 1973-76, 76
HEITZEG, HOWARD:JETER, KAYE
PONTIAC CITY SCHOOL DISTRICT, MICH. BUREAU OF OCCUPATIONAL AND ADULT EDUCATION (DHEW/OE), WASHINGTON, D.C.
GRANT NO. OEG-J-73-5287
NOTES: 78P.: SEVERAL PAGES OF THE EVALUATION DESIGN WORKSHEETS MAY NOT REPRODUCE WELL
CAREER EXPLORATION, DATA ANALYSIS, DEMONSTRATION PROJECTS, JOB SKILLS, PROGRAM DESCRIPTIONS, PROGRAM DEVELOPMENT, PROGRAM EFFECTIVENESS, SCHOOL DISTRICTS, SCHOOL INDUSTRY RELATIONSHIP, SECONDARY EDUCATION, SKILL DEVELOPMENT, VOCATIONAL DEVELOPMENT, VOCATIONAL EDUCATION, VOCATIONAL FOLLOWUP, WORK EXPERIENCE PROGRAMS, MICHIGAN, MICHIGAN (PONTIAC)
THE PONTIAC ADULT-STUDENT LEARNING (PALS) PROGRAMS THREE YEARS OF OPERATION ARE DESCRIBED IN THIS REPORT. (THE PRIMARY GOAL OF THE PROJECT WAS TO BROADEN THE CAREER HORIZONS AND ASPIRATIONS OF STUDENTS IN PONTIACS (MICHIGAN) TWO HIGH SCHOOLS THROUGH AN INSTRUCTIONAL PROGRAM WHICH WOULD INCLUDE STUDENT WORK EXPERIENCE THROUGH COOPERATIVE EFFORTS BETWEEN AREA INDUSTRIES AND BUSINESSES AND THE PONTIAC SCHOOLS.) FIVE MAJOR SECTIONS ARE INCLUDED STATEMENT OF PROBLEM, OVERVIEW OF PROJECT, GOALS AND OBJECTIVES, DATA ANALYSIS AND CONCLUSIONS, AND EVALUATION DESIGN WORKSHEETS. THE MAJOR PORTION OF THIS REPORT IS INCLUDED IN THE SECTION, DATA ANALYSIS AND CONCLUSIONS, IN WHICH EACH OF THE FOLLOWING PROJECT OUTCOMES AND SUPPORTIVE DATA ARE EXAMINED TEACHER INSERVICE TRAINING: DELIVERY OF FOLLOWUP FOR INSERVICE PARTICIPANTS: PILOT ONE SEMESTER PLACEMENT PROGRAM FOR 11TH AND 12TH GRADES: INSTITUTE SUPPORT OF THE PROJECT BY BUSINESS AND INDUSTRY: DISSEMINATE THE PALS CURRICULA THROUGHOUT DISTRICT, STATE, AND NATIONWIDE: PILOT AND RESEARCH PROGRAM FOR GIRLS ON CHOOSING NONSEX ROLE STEREOTYPED OCCUPATION: PLACE PALS IN THE REGULAR SCHOOL DAY AS A REGULAR CLASS: COMPLETE A FOLLOWUP OF PALS STUDENTS: CONTINUE CAREER CLASSES AND INCREASE NUMBER OF STUDENTS IN PROGRAM: INVOLVE PARENTS IN PALS PROGRAM: AND RESEARCH DECISIONMAKING PROCESS. TABLES, GRAPHS, AND OTHER SUPPLEMENTARY INFORMATION ARE INCLUDED. (SA)
ERIC: ED136037

3728 THE POOR AND THE HARD-CORE UNEMPLOYED RECOMMENDATIONS FOR NEW APPROACHES. 70
SMITH, WIL J., ED.
WEST VIRGINIA UNIV., MORGANTOWN. MICHIGAN UNIV., ANN ARBOR. INST. OF LABOR AND INDUSTRIAL RELATIONS.
NOTES: 115P.: PROCEEDINGS OF THE HARD-CORE UNEMPLOYMENT CONFERENCE (WEST VIRGINIA UNIV., MORGANTOWN, OCT 24-25, 1968)
CONFERENCE REPORTS, ECONOMICALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, EMPLOYMENT PROBLEMS, GOVERNMENT ROLE, JOB DEVELOPMENT, POVERTY PROGRAMS, POVERTY RESEARCH, SOCIOCULTURAL PATTERNS, UNEMPLOYED
THIS INTERDISCIPLINARY CONFERENCE WAS INTENDED TO MAKE EMPLOYMENT SERVICE PERSONNEL IN TWO APPALACHIAN STATES MORE AWARE OF THE SOCIAL AND PSYCHOLOGICAL ASPECTS OF POVERTY AND THE TRAINING AND EMPLOYMENT NEEDS OF THE POOR. PAPERS ARE INCLUDED BY ROBERT J. LAMPMAN, FRANK H. CASSELL, LOUIS A. FERMAN, CHARLES C. KILLINGSWORTH, ROBERT C. COUTHORN, AND GERALD GURIN. ALTHOUGH THE CONFERENCE DELIBERATELY INCLUDED DIVERGENT VIEWS ON THE SOLUTIONS TO POVERTY PROBLEMS, ALL THE AUTHORS SHARE THE BELIEF THAT BOTH INSTITUTIONS AND THE POOR MUST CHANGE, AND THAT A HEALTHY ECONOMY IS VITAL TO THE WAR ON POVERTY. (BH)
ERIC: ED047149 INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS, P.O. BOX 8-1, ANN ARBOR, MICHIGAN 48106 ($4.00)

3729 THE POOR DONT WANT TO BE MIDDLE CLASS. 65
COLES, ROBERT
CURRICULUM CONSULTATION SERVICE, NEW YORK, N.Y.
ATTITUDES, CULTURAL DIFFERENCES, ECONOMICALLY DISADVANTAGED, ECONOMIC DISADVANTAGEMENT, INTERVIEWS, MIDDLE CLASS, POVERTY PROGRAMS, VALUES, JOB CORPS
THE POOR FEEL THAT MEMBERS OF THE MIDDLE CLASS, INCLUDING CIVIL RIGHTS AND POVERTY WORKERS, DO NOT TRULY UNDERSTAND THE UNENDING STRUGGLE FOR SURVIVAL WHICH CHARACTERIZES A LIFE OF POVERTY. THE POOR DO NOT GLORY IN THEIR CONDITION AND ARE WILLING TO BE HELPED, BUT THEY ARE SUSPICIOUS OF AID WHICH SEEMS TO HUMILIATE THEM OR OF ANY PERSON WHO WOULD DELUDE THEM. CONVERSATIONS WITH THE POOR CLEARLY REFLECT THAT THEY ARE NOT RECEIVING THE AID THEY NEED. A GUARANTEED ANNUAL INCOME FOR THIS GROUP, FOR INSTANCE,

(CONT.)
3729 WOULD RELIEVE SOME OF THEIR BASIC PROBLEMS. THE POOR MAY LACK THE MONEY AND WORK WHICH ARE READILY ACCESSIBLE TO THE MIDDLE CLASS, BUT THEY HAVE AN ATTITUDE OF HUMOR AND DISTRUST OF HYPOCRISY AND DISHONEST MORALITY WHICH THE MIDDLE CLASS WOULD DO WELL TO ADOPT AS VALUES. REPRINTED BY CURRICULUM CONSULTATION SERVICE, 103 E. 125TH ST., NEW YORK, N.Y. 10035. COPYRIGHT 1965 BY THE NEW YORK TIMES CO., 14P. (NH)
ERIC: ED015218

3730 POOR PEOPLE AND PUBLIC POLICY MAR 73
GOODWIN, LEONARD
VOCATIONAL GUIDANCE QUARTERLY:21:3:191-198
ECONOMICALLY DISADVANTAGED, EMPLOYEE ATTITUDES, EMPLOYMENT, PUBLIC POLICY, VOCATIONAL COUNSELING, VOCATIONAL EDUCATION, WORK ATTITUDES
THIS STUDY FOUND THE WORK ORIENTATIONS OF THE POOR AND NON POOR TO BE SIMILAR: IMPORTANT IMPLICATIONS ARE PROPOSED. (AUTHOR)
ERIC: EJ074048

3731 POOR PEOPLE AND THE DISTRIBUTION OF JOB OPPORTUNITIES SUM 70
FREEDMAN, MARCIA
JOURNAL OF SOCIAL ISSUES:26:3:35-46
BIAS, ECONOMIC DISADVANTAGEMENT, ECONOMICALLY DISADVANTAGED, EMPLOYMENT OPPORTUNITIES, FEMINISM, NEGRO EMPLOYMENT, POLITICAL INFLUENCES, POVERTY PROGRAMS, POWER STRUCTURE, SOCIAL CHANGE
ARGUES THAT ECONOMICS-ORIENTED POVERTY PROGRAMS ARE DESIGNED TO PRESERVE THE SOCIAL STATUS QUO AND THAT PROGRAMS DESIGNED TO ALLEVIATE POVERTY AND END DISCRIMINATION AGAINST BLACK AND FEMALE WORKERS MUST ATTACK THE POLITICAL BASIS OF THESE PROBLEMS. (JM)
ERIC: EJ030384

3732 THE POOR YE NEED NOT HAVE WITH YOU: LESSONS FROM THE WAR ON POVERTY. 70
LEVINE, ROBERT A.
NOTES: 262P.
ACTION PROGRAMS (COMMUNITY), ADMINISTRATION, COST EFFECTIVENESS, DISADVANTAGED GROUPS, EDUCATIONAL PROGRAMS, EQUAL OPPORTUNITIES (JOBS), HOUSING NEEDS, INCOME, MANPOWER DEVELOPMENT, POVERTY PROGRAMS, PROBLEM SOLVING, TAXES, WELFARE SERVICES, ECONOMIC OPPORTUNITY ACT
THE BOOK PROVIDES A DICHOTOMY OF THE GENERAL TECHNIQUE OF PROBLEM HANDLING IN THE UNITED STATES: I.E., GETTING EVEN OR PUNISHING THE ADVERSARY, AND THE REVERSE OF THIS, PROBLEM SOLVING: AND DISCUSSES THE TWO ASPECTS IN THE CONTEXT OF THE WAR ON POVERTY. THE SECOND AND THIRD CHAPTERS DISCUSS VARIOUS DEFINITIONS OF THE POOR, AND PROVIDE OBJECTIVES OF THE WAR ON POVERTY--ANTIPOVERTY AND EQUAL OPPORTUNITY. THE FOURTH CHAPTER IS DEVOTED TO THE HISTORY OF THE WAR ON POVERTY PROGRAM. THE FIFTH CHAPTER PROVIDES AN EVALUATION OF THE WAR ON POVERTY PROGRAMS--MANPOWER PROGRAMS, INDIVIDUAL IMPROVEMENT, COMMUNITY BETTERMENT, HOUSING, ECONOMIC DEVELOPMENT, INCOME MAINTENANCE, AND ADMINISTRATION. THE SIXTH AND SEVENTH CHAPTERS PRESENT CRITERIA FOR SELECTING RECOMMENDED PROGRAMS AND THE AUTHORS CONCLUSIONS ON THE URGENCY OF ELIMINATION OF POVERTY AND THE ALTERNATIVES OF FAILURE. THE FINAL CHAPTER DISCUSSES THE NIXON ADMINISTRATION AND THE WAR ON POVERTY. A LIST OF ACRONYMS AND ABBREVIATIONS IS INCLUDED. (PT)
ERIC: ED046529 M.I.T. PRESS, MASSACHUSETTS INSTITUTE OF TECHNOLOGY, CAMBRIDGE, MASS. 02142 ($7.95)

3733 POOR YOUTH A STUDY IN FORCED ALIENATION 69 APR
GOTTLIEB, DAVID
J SOC ISSUES:25:2:91-120
ATTITUDES, CAUCASIANS, DROPOUTS, GOAL ORIENTATION, HIGH SCHOOL STUDENTS, LOWER CLASS MALES, NEGRO YOUTH, OCCUPATIONAL ASPIRATION, PARENT INFLUENCE, JOB CORPS
ERIC: EJ009773

3734 PORT ECONOMIC IMPACT STUDIES: PRACTICE AND ASSESSMENT 1977
WATERS, R.C.
TRANSPORTATION JOURNAL, VOL.16, NO.3, SPRING 1977, P. 14-18.
COST BENEFIT ANALYSIS, DISTRIBUTION, ECONOMIC PLANNING, ECONOMICS, EMPLOYMENT, FINANCIAL MANAGEMENT, INPUT-OUTPUT ANALYSIS, MANAGEMENT, TRANSPORTATION
PORT PLANNING IS NOT HELPED MUCH BY PORT IMPACT STUDIES SUFFERING FROM DEFECTS, SUCH AS PROVIDING NO INSIGHT INTO INCREMENTAL BENEFITS AND COSTS WITH EACH INVESTMENT RELATED TO REAL CITIZEN INCOME. BENEFIT/COST ANALYSIS METHODOLOGY SHOULD BE EMPLOYED USING INPUT-OUTPUT MODELS.
MGMT: TNS77N0014

3735 PORTIAS DECISION WOMENS MOTIVES FOR STUDYING LAW AND THEIR LATER CAREER SATISFACTION AS ATTORNEYS SUM 77
LARUSSA, GEORGINA M.
PSYCHOLOGY OF WOMEN QUARTERLY:1:4:350-363
FEMALES, JOB SATISFACTION, CAREER CHOICE, LEARNING MOTIVATION, LAWYERS, OCCUPATIONAL ASPIRATION, RESEARCH PROJECTS, WORK ATTITUDES, CAREER PLANNING
RELATIONSHIP BETWEEN WOMENS MOTIVES FOR STUDYING LAW AND LATER SATISFACTION IN LEGAL WORK WAS EXAMINED LONGITUDINALLY. HIGHLY SATISFIED WOMEN ATTORNEYS WERE, AS STUDENTS, REALISTIC IN EXPECTING PRACTICAL BENEFITS FROM LEGAL CAREERS. THEY WERE CONFIDENT FULFILLMENT COULD BE FOUND THROUGH WORK IN LAW AND FOUND THEORETICAL ASPECTS OF LEGAL STUDY APPEALING. (AUTHOR)
ERIC: EJ160198